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CAUT ACPPU
BULLETIN

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Olivieri Wins Settlement

Nancy Olivieri (far right) with Helen Chan (far left) John Dick Peter Durie & Brenda Gallie at CAUT Council Nov. 22.

ENDING a dispute that lasted more than seven years, Nancy Olivieri, four colleagues who risked their careers to support her, and the University of Toronto Faculty Association reached a settlement with the University of Toronto and the Hospital for Sick Children in November.

"We see the settlement as vindication of Dr. Olivieri and her colleagues, a victory for academic freedom and scientific integrity, and a step forward for the university and the hospital," said CAUT executive director James Turk.

"This is one of the most important cases that CAUT has supported in our 50-year history. We have played a very active role because researchers must have the right to publish their findings, patients and the public must have the right to be informed, and scholars and academics must have academic freedom to pursue truth and knowledge."

The case of U of T researcher Nancy Olivieri has been the focus of international attention since Apotex, corporate sponsor of her clinical trials of its drug, attempted to suppress her findings of unexpected risks. The company abruptly terminated the trials and issued warnings of legal action against Olivieri should she inform her patients at the Hospital for Sick Children of the risks, or publish her findings. An independent committee of inquiry into the matter concluded that neither the university nor the hospital, where Olivieri holds joint appointments, offered her appropriate support in her conflict with Apotex.

"I'm extremely pleased with the settlement we've reached," Olivieri said. "It's an important day not just for me and my colleagues, but also for clinical faculty across Canada. It's taken seven long years, but we've reached a deal that sends a very clear message that our academic freedom and scientific integrity cannot be compromised."

See OLIVIERI Page A8

Concordia Board Lifts Moratorium

IN the face of widespread public and media criticism, Concordia University's board of governors and rector lifted their moratorium on the use of university space for events and activities related to the Middle East conflict.

"This is a good day for academic freedom and freedom of expression," said CAUT executive director James Turk. "But it took a long time and a lot of pressure from faculty, students and the community. The final straw was Concordia's use of an injunction to prevent MPs Svend Robinson, Libby Davies and Ryerson professor Judy Rebick from speaking on campus Nov. 15."

Newspapers from across the country denounced the injunction. Typical of comment was the Calgary Herald editorial, which said: "Any capitulation to interests which dampen free speech is indeed nothing less than surrender to the very forces of darkness that threaten the thinking world. A university may rationalize a decision to ban controversial speakers as 'prudent' or 'responsible,' but such excuses are embarrassingly shallow."

In a letter to Concordia rector Frederick Lowy on Nov. 14, CAUT president Victor Catano demanded the immediate lifting of the moratorium.

Catano said the moratorium was "contrary to the most basic notions of academic freedom that

See CONCORDIA Page A8

Nancy Olivieri a gain de cause

EN mettant un terme à un litige qui durait depuis plus de sept ans, Nancy Olivieri, quatre de ses collègues qui ont risqué leur carrière pour la soutenir, et l'University of Toronto Faculty Association ont conclu en novembre une entente avec l'Université de Toronto et l'Hôpital des enfants malades.

« En plus de donner raison à la Dre Olivieri et à ses collègues, ce règlement représente un pas en avant pour l'Université de Toronto et l'Hôpital des enfants malades », a déclaré James Turk, directeur général de l'ACPPU.

« Il s'agit de l'un des cas les plus importants à être appuyés par l'ACPPU depuis sa création, il y a 50 ans. Nous avons joué un rôle de premier plan parce que les chercheurs ont le droit de publier leurs résultats, parce que les patients et le public ont le droit de savoir et parce que les scientifiques et les universitaires ont le droit de rechercher la vérité et le savoir. »

Le cas de la Dre Nancy Olivieri, clinicienne à l'Université de Toronto, a fait couler beaucoup d'encre au niveau international depuis qu'Apotex, le commanditaire des essais cliniques réalisés sur un de ses médicaments par la Dre Olivieri, a tenté de supprimer la découverte de risques imprévus. La Société a brusquement mis fin aux essais et a menacé la Dre Olivieri de poursuite si elle avisait ses patients de l'Hôpital des enfants malades des risques ou si elle publiait ses conclusions. Un comité d'enquête indépendant a conclu que ni l'université ni l'hôpital n'avait offert un soutien approprié à la Dre Olivieri dans son différend avec Apotex.

« Je suis ravie de ce règlement », a affirmé la Dre Olivieri. « Il s'agit d'un grand jour, non seulement pour moi et mes collègues, mais également pour les établissements de recherche clinique de l'ensemble du Canada. Après sept longues années, nous avons finalement obtenu un règlement qui lance un message clair : notre liberté universitaire et notre intégrité scientifique ne sauraient être compromises. »

La Dre Olivieri a remercié l'ACPPU, l'University of Toronto Faculty Association et particulièrement ses collègues Helen Chan, John Dick, Peter Durie et Brenda Gallie, tous d'éminents chercheurs qui ont vécu des moments difficiles parce qu'ils l'avaient appuyée.

En vertu des seules conditions dévoilées de l'entente, l'université

Voir OLIVIERI à la page A9

Our Universities, Our Future.

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LETTERS COURRIER

New Contract Doesn't Guarantee Jobs

I read with interest your recent Bulletin report (November 2002) of our strike and would like to offer a small, but significant correction. While it is true that there were improvements in salary and some benefits, the provisions in contracting out are actually a reduction of rights that were previously enjoyed by our members.

With this collective agreement the university now has the "unlimited" right to contract out, a right that previously first required that our union be informed of the contracting out, and have some say in suggesting alternatives.

The university administration has been quite vocal about it's so called "employment guarantees" but this is simply an overstatement. The policy now only describes the process that members will go through if they lose their current positions to contracting out. A true guarantee would prohibit members from losing their positions to contracting out.

In fairness, although there were gains in this contract, the losses in grievances (reduced timelines for filing), sick leave (restrictions on usage) and contracting out (loss of recognition of "work of the bargaining unit" and no provisions for keeping new positions or vacant positions in the bargaining unit) are the issues that led to the strike, and will likely remain issues for future negotiations.

BRUCE R. WOLFF
President, Wilfrid Laurier University Staff Association

Déclaration de l'ACPPU sur l'intervention militaire en Iraq

En tant qu'organisme composé d'universitaires, l'ACPPU s'est constamment engagé à résoudre les litiges par la raison, la connaissance et la compréhension et non par la violence.

Lors de la conférence mondiale de l'UNESCO sur l'enseignement supérieur, tenu en 1998 à Paris, l'ACPPU a proposé une résolution, « Vers une culture de la paix », que la délégation canadienne, le Conseil des ministres de l'Éducation, Canada, et d'autres délégués à Paris ont accueilli avec enthousiasme. La résolution avance ce qui suit :

« Attendu que, en dépit des progrès accomplis dans divers domaines scientifiques et technologiques, la société humaine continue de subir les affres incessantes de la guerre, que l'existence et la prolifération d'armes atomiques et de munitions antipersonnelles dans le monde menacent sérieusement l'humanité et le règne animal, que de nombreux pays profitent de la vente d'armes, et que l'année 2000 a été désignée Année internationale de la culture et de la paix;

« Il est résolu de demander au personnel enseignant de l'enseignement supérieur et à leurs établissements d'enseignement de contribuer, grâce à leur expertise dans diverses disciplines scientifiques et humanistes, à transformer la culture actuelle de la guerre en une culture de la paix. »

Après les événements du 11 septembre, nous avons transmis nos plus sincères condoléances aux victimes et à leurs familles et nous avons reconnu que leur peine et leur souffrance nous déchiraient le cœur. Nous avons déclaré que l'horreur des événements mettait à l'épreuve la foi en l'humanité et en la raison. Nous avons ajouté que nous devions affirmer, en cette époque tumultueuse, que nous soutenions toujours les valeurs de l'humanité et de la raison :

« Bien que nous reconnaissions que le désir de châtier par la violence soit parfois plus fort que tout, l'espoir ne s'y trouve pas. Au contraire, l'espoir se nourrit de la raison, de la connaissance et de la compréhension. C'est par l'avancement de ces principes que l'on peut bâtir un monde juste et sûr. En tant que représentante d'universitaires, l'ACPPU affirme son engagement dans cette voix vers la paix et est vouée à la poursuite de la paix. »

Or, il est fort possible que la guerre soit déclarée à l'Iraq.

Nous sommes d'avis que le Canada doit demeurer fidèle à un processus de négociation des Nations Unies avec le régime iraquien actuel. Les conséquences d'une action militaire menée par les États-Unis ou un autre pays indépendamment des Nations Unies pourraient être catastrophiques.

En vertu de la charte des Nations Unies, laquelle précise que seul le Conseil de sécurité peut autoriser la guerre sauf si un pays doit se défendre contre une attaque armée, une invasion de l'Iraq serait illégale.

L'invasion de l'Iraq peut provoquer dans ce pays une instabilité prolongée, déstabiliser le Moyen-Orient et peut-être intensifier un long conflit entre Israël et la Palestine, ainsi qu'augmenter l'attraction populaire des mouvements radicaux islamistes, ce qui accroîtrait le terrorisme aux États-Unis et ailleurs. La sécurité dans cette région et dans le monde sera probablement réduite si l'Iraq est envahi. Des dizaines de milliers, voire des centaines de milliers de civils Iraquiens seront peut-être tués.

Il faut que les inspecteurs en désarmement des Nations Unies puissent faire leur travail. Il en va manifestement de la paix et de la stabilité dans le monde. Il en va également de l'intérêt de tous les peuples et de toutes les nations du Moyen-Orient que les menaces de violence et d'action militaire unilatérale cessent, et que tous les efforts diplomatiques et politiques soient déployés pour mettre un terme, sans perte de vies, aux différends et aux conflits graves sévissant dans cette région.

VICTOR CATANO
Président, ACPPU

CAUT Issues Statement on Military Intervention in Iraq

As an organization of scholars and academics, CAUT has consistently upheld its commitment to resolving disputes through reason, knowledge and understanding, not violence.

At the UNESCO World Conference on Higher Education held in Paris in 1998, CAUT proposed a resolution, Towards a Culture of Peace. The resolution was received enthusiastically by the Canadian delegation, by the Council of Ministers of Education, Canada, and by other delegates in Paris.

The resolution states:

"Whereas, in spite of progress in diverse scientific and technological areas, human society continues to be ravaged by constant warfare; and, the existence and continuing proliferation of atomic weapons and anti-personnel devices throughout the world pose a serious threat to human and animal kind; and, many of the world's nations profit from the sale of arms and weapons; and, the year 2000 has been designated as the International Year for the Culture of Peace;

"Be it resolved that higher education and teaching personnel, together with their institutions, be called upon seriously to contribute their expertise in the various disciplines, scientific and humanistic, to transforming the present culture of war into a culture of peace."

In the aftermath of Sept. 11, we expressed our deepest sympathy to the victims and their families and recognized that the pain and suffering was heartbreaking. We said that the horror of the events challenges belief in humanity and in reason. We added that at such a difficult time we must affirm that we still stand by the values of humanity and reason:

"Although we recognize the desire for violent retribution may at times be overwhelming, hope does not reside there. Rather, it is found in reason, knowledge and understanding. Through the advancement of these principles, a just and secure world can be built. As a community of scholars, CAUT affirms its commitment to this path to peace and is dedicated to pursuing that path."

Now there is a very real possibility of declaration of war on Iraq.

It is our view that Canada must remain committed to a UN-based process in dealing with the current regime in Iraq. The consequences of the United States, or any other nation, taking military action independent of the United Nations could be catastrophic.

The UN charter specifies that only the Security Council may authorize wars, with the single exception of national self-defense against armed attack.

An invasion of Iraq may lead to prolonged instability in that country, destabilization of the wider Middle East including the possibility of a prolonged and heightened conflict between Israel and the Palestinians, increased popular appeal of radical Islamic movements, and increased terrorism in the U.S. and elsewhere. Invading Iraq will probably make both the region and the world less secure. It will also result in the deaths of tens of thousands, if not hundreds of thousands, of Iraqi civilians.

It is clearly in the interests of world peace and stability that UN weapons inspectors be allowed to do their work. It is also in the interests of all peoples and nations of the Middle East that threats of violence and unilateral military action cease, and that all diplomatic and political efforts are made to resolve the region's serious differences and conflicts without the loss of lives.

VICTOR CATANO
President, CAUT

President's Column

Innovation Plan Unveiled

By VICTOR CATANO

OVER the last four years Industry Canada and Human Resources Development Canada have been working to develop an "Innovation Strategy" for Canada. Many faculty and student groups have expressed concerns that the objective of the strategy, to increase commercialization of university research through private sector partnerships, would alter the nature of Canadian post-secondary institutions and undermine basic research potential.

There is a fundamental difference between funding basic research that may have commercial value and funding only research that has immediate short-term potential in the marketplace.

At the recent National Summit on Innovation and Learning held in Toronto, the federal government released its revised innovation strategy. On university research the government committed itself to implementing the following initiatives: support for the indirect costs of university research, taking into account the needs of smaller and regional universities; leveraging the commercialization potential of publicly funded academic research (this involves identifying intellectual property with commercial potential and forging partnerships to commercialize it); and, providing internationally competitive research opportunities in Canada, primarily through increasing support to the granting councils.

At the summit, Industry Minister Allan Rock and Human Resources Development Minister Jane Stewart amplified this strategy. They unveiled a framework agreement on federally funded research between the government and the Association of Universities and Colleges of Canada. As part of this agreement, released Nov. 18, Canadian universities, acting through AUCC, have committed to double the amount of research they perform and triple their commercialization performance, in return for additional government and private sector funding, including ongoing contributions to the indirect costs of research. AUCC has agreed to produce a periodic public report that demonstrates the collective progress made by universities in meeting these two objectives.

The agreement raises interesting questions. Will the university and college presidents, who entered into the framework accord, mostly without the knowledge of their senates and boards, now become actively involved in directing their faculty to take up commercial projects at the expense of basic research? How do the presidents plan on tripling their commercialization potential? Will they seek to assert ownership of their faculty's intellectual property to facilitate its commercialization? If some universities opt out of the commercialization derby will other universities be expected to take up the slack? What are the academic consequences of going down this road to commercialization?

While the government's commitment to provide additional funding for the indirect costs of research and for the granting councils is laudable, it is nonetheless a poor substitute for committing more money to the core funding of colleges and universities.

Delegates to the summit were asked to identify three primary recommendations, in sessions on five key themes, they believed would increase innovation. The recommendations were chosen from larger sets that reflected submissions presumably made at consultations leading up to the summit. The theme that most directly affected post-secondary education was Strengthening the Learning Culture. The first recommendation, to strengthen Pan-Canadian literacy, was expected as this had been highlighted in remarks from Prime Minister Jean Chrétien. The next two recommendations came as a surprise when they were read to the assembled cabinet ministers: expand capacity in the post-secondary system by increasing infrastructure (physical, human and financial) using cost-effective design principles; and, adjust the system of student financial assistance to meet the changing needs of students, the post-secondary education sector and the knowledge-based economy.

When asked to develop strategies to implement these recommendations, delegates suggested the need for a Post-Secondary Education Act, similar to what CAUT has been lobbying for over the last three years. This act would make funding from the federal government to provinces for post-secondary education contingent on the provinces satisfying the following standards: public administration, comprehensiveness, accessibility, collegial governance and academic freedom.

While one might speculate the delegates were CAUT plants, this was far from the case with only four of the more than 500 delegates representing student and faculty groups. The post-secondary education strategy was actually greeted with applause by the assembled delegates.

CAUT's proposed post-secondary education act was the cornerstone of recent lobbying efforts of CAUT Council delegations who met with politicians on Nov. 21. Increasingly, MPs from all political parties are recognizing the need to address the serious underfunding of Canadian post-secondary institutions and the need to restore core funding to pre-1990 levels. Each year more MPs state their support for CAUT's proposal.

Our message is strong and clear: the best way to innovate is to maintain the quality of all of Canada's universities by restoring core funding to support basic and applied research in the sciences, humanities, arts and social sciences, and to remove barriers to education that prevent future innovators from attending college or university. ■

Free Discovery from Outside Ties

By JOHN C. POLANYI

UNIVERSITIES have the sole mandate to explore knowledge for its own sake. This admission is regarded by some as being damaging. The pursuit of knowledge without further purpose will, they fear, be regarded as frivolous. I beg to differ. Scientific exploration is a noble activity and a necessary one, since understanding lies at the root of all we do. It would be folly to neglect the systematic pursuit of new knowledge to which the universities, as communities of learners, have traditionally been committed.

It used to be recommended that we refer to university research as "curiosity-oriented." This was a trap, since the cognate term to "curiosity" is "idle." Why, it was being hinted through this description, should the long-suffering taxpayer do more than the minimum to indulge the idle curiosity of university researchers?

In truth, of course, such researchers are not guided by curiosity. They have not spent their professional life idly turning over stones to see what is crawling underneath. The decision as to what to investigate, far from being casual, is the most fateful of their scientific lives. For to obtain an answer of note, one must ask a question of note; a question that is exquisitely phrased. It must be one that matters, on a topic that is new, to which an answer can be found. So, yes, we do turn over stones, but the art is to pick the right stone.

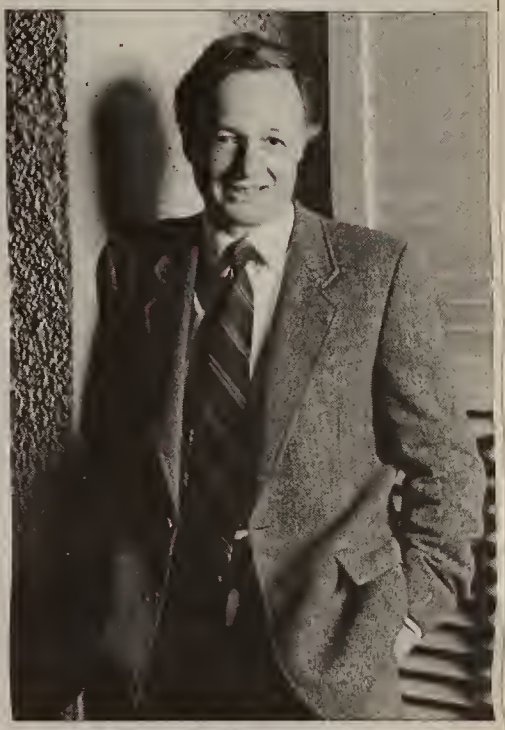
So if our research is not driven by curiosity, what is its motive force? My suggestion, over the decades, has been the obvious one: That it is discovery-driven. Discovery is, after all, a burning human impulse from the dawn of consciousness till life's end.

Research and development, universally referred to as "R&D," is usually said in one breath. It should not be. One cannot D what one has not yet R'd. In industry, in order to be competitive, one may on occasion attempt to tinker one's way to a better antibiotic or nuclear reactor. But that is not the route we expect of academe. The advances in technology that stem from university research have their origin in new understanding. That is why they can be substantial advances.

When we tie discovery research too closely to development, we force our university scientists to run while hobbled in a three-legged race, one leg too nearly tied to industry. This is a mistake we are now making. Government continues to bind the universities more closely to industry, as if those links could never be too close.

The links are often accomplished through a requirement for matching research dollars from industrial sources. As a result of these and other partnering schemes, we have more than twice the percentage of university research funded by industry as compared with the United States. This despite the fact that our industries are less high-tech than their U.S. counterparts.

The effect of this on our universities is to deflect too much of our research from the long-term to the short-term. It makes it harder for us to achieve our bold and proper objective which, in the words of Industry Minister Allan Rock, is to "attract and retain the best and brightest minds."



— PHOTO STEVEN FROST IMG TORONTO —

Canada's universities serve the public interest best when they are free of government or industry interference, says Nobel laureate John C. Polanyi.

It has long been a concern of policy-makers that an ivory-tower mentality will separate the universities from government and from the private sector. It was a legitimate concern at one time, but is no longer. All parties are in communication. The aim now must be to see that the goals of none are obstructed by another.

To tie discovery research too closely to development is a mistake.

Not only do we want each sector, university, government and industry to function optimally, we want each to exhibit independence. Government funds the universities and then asks the universities for professional advice. This is as it should be. But are university faculty fearful of giving critical opinions on government policy? Too often, they are. That is, for example, why science in this country (as in some others) continues to be over-managed. We could all benefit from the expression of more vigorously independent views.

Industry also funds university research and turns to the universities for advice. Are we in the universities fearful of offending industry? There are indications that we are. But if that is the case, it works to the disadvantage of both parties.

Why, after all, does industry invest in the universities? Because their research, which is publicly funded, represents a bargain? That is not an acceptable reason. Is it because their research is based on broad understanding? That is a good reason, but requires that we leave the universities free to develop that understanding.

Additionally, and importantly, industry turns to the universities because they represent an independent and therefore credible source of expertise. It should be seen to be vital, therefore, to industry that they do nothing to compromise that independence. This sets a limit to the extent to which industry should determine what university research is done — and what research is not done.

We have struggled for a long time to come to terms with the fact that our universities serve the public interest best when free of government interference in academic affairs. We have now to come to terms with the fact that these same institutions should, in everyone's interest, be substantially free from influence as to what is taught or thought, even by such an interested party as industry. Compromise will be necessary, but the fundamental principle is sound. ■

John C. Polanyi is a professor of chemistry at the University of Toronto, a Companion of the Order of Canada and the winner of the 1986 Nobel Prize in Chemistry.

The preceding are edited excerpts from Prof. Polanyi's keynote address at the National Sciences and Engineering Research Council's annual award dinner Nov. 25.

Reprinted from, with permission of the author, the Ottawa Citizen, Nov. 26, 2002.

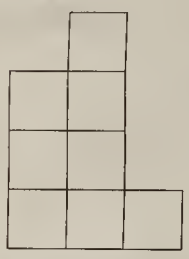
The views expressed are those of the author and not necessarily those of CAUT.

Homework!

Points of View

A number of identical cubical blocks are stacked up. From the front, the pile looks like:

While from the side it looks like:



What is the smallest and the largest number of blocks that could have been used?

Homework!, a regular feature of the *Bulletin*, comes to readers compliments of Edward Barbeau, professor of mathematics at the University of Toronto. Answer on page B31.

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Designed for junior international relations and law school faculty, advanced graduate students, post-doctoral scholars, lawyers and practitioners from policy circles and civil society, and human rights and development advocates, the program will be held at Yale University from 27 July to 9 August 2003.

Participants are selected by a joint ACUNS/ASIL committee. Applicants must submit a brief research or policy paper proposal, curriculum vitae, application form, and two letters of recommendation. Completed applications are due Friday, 14 March 2003. For further guidelines and an application form, contact:

ACUNS/ASIL Summer Workshop
Yale University, Box 208360, New Haven, CT 06520-8360 USA
Tel: 203/432-6512; Fax. 203/432-5634
Email: <acuns@yale.edu>; Internet: www.yale.edu/acuns

ACUNS Dissertation Award Program 2003-2004

As part of the effort to invest in the next generation of scholars, the Academic Council on the United Nations System (ACUNS) offers a competitive award program for a social scientist or legal scholar. Subsequent to review by an independent selection committee, this award will be disbursed in July 2003 to cover the period 1 July 2003 to 30 June 2004.

A completed application will include a 3-4 page description of the applicant's dissertation research proposal, curriculum vitae, application form, and at least one letter of recommendation from the applicant's doctoral mentor or a faculty member familiar with the applicant's work. Completed applications are due Friday, 7 February 2003. For further guidelines and an application form, contact:

ACUNS Dissertation Award Program
Yale University, Box 208360, New Haven, CT 06520-8360
Tel: 203/432-6512; Fax: 203/432-5634
Email: <acuns@yale.edu>; Internet: www.yale.edu/acuns

AUCC Pledges Research to Double, Commercialization to Triple

THE federal government and the Association of Universities and Colleges of Canada have agreed to a framework agreement on federally funded research.

Under the terms of the agreement, AUCC members say they will double the amount of research their institutions perform and triple their commercialization efforts over the next decade in exchange for guarantees of increased federal funding.

The announcement was made at a national summit on innovation and learning in Toronto last month that brought together more than 500 participants to discuss Ottawa's plans to encourage more research and innovation in Canada.

"Additional funding should bring advances in research and commercialization and must be matched by a commitment to advance knowledge transfer, commercialization and innovation for the benefit of all Canadians," Industry Minister Allan Rock said.

"This will benefit all Canadians," said Robert Best, AUCC's vice-president for national affairs. "This framework commits AUCC to report publicly to Canadians on collective results of university research."

But some observers say the agreement's emphasis on the commercialization of research may in fact inhibit innovation.

"We're not opposed to the commercialization of research per se, but we are very concerned that we don't privilege commercial research over basic research," said CAUT president Victor Catano. "The irony is that the really innovative discoveries that ultimately lead to important commercial applications stem from basic research, and initially don't have any anticipated commercial outcomes."

He says scientific inquiry flourishes best when it is unimpeded by special interests. "By putting the emphasis on commercial research we're in danger of killing the goose that lays the golden egg."

Catano, who was one of the delegates invited to the national summit, said there were other worrisome developments emerging from Ottawa's innovation agenda.

In a speech delivered at the summit opening, Human Resources Development Minister Jane Stewart said the government will be speeding up the drug approval process.

Catano said given the recent controversies in clinical drug trials, "any change in regulations must not compromise patient safety."

As well, the federal government is planning to develop an arms-length Canadian Learning Institute to report on "learning outcomes" at all levels of education and to analyse new approaches to learning.

"The proposal remains vague at this point, but we're in touch with Stewart's office," Catano said. "We've been assured that CAUT will be directly involved in the planning process." ■

Version française à la page A5.

Des professeurs exercent des pressions auprès des députés fédéraux

DANS le cadre d'une journée de lobby national organisée par l'ACPPU et la Fédération québécoise des professeures et professeurs d'université, plus de 60 professeurs et universitaires de tout le pays ont demandé au gouvernement fédéral d'accroître le financement de l'enseignement postsecondaire.

« Nous sommes ici pour dire aux parlementaires fédéraux que nos universités et nos collèges font face à d'énormes défis », a déclaré le président de l'ACPPU, Victor Catano lors d'une conférence de presse sur la colline du Parlement le 21 novembre. « Si le gouvernement croit réellement à l'importance de l'enseignement postsecondaire pour notre avenir socio-économique, il est donc temps qu'il le soutienne par un financement suffisant. »

Il a signalé que, depuis 1992, les dépenses réelles par habitant au titre de l'enseignement postsecondaire ont chuté de plus de 14 p. 100 et les subventions de fonctionnement octroyées aux universités ont diminué de plus de 25 p. 100.

« Le geste le plus positif que pourrait poser le gouvernement fédéral serait d'assurer, d'une manière régulière et équitable, le transfert des fonds nécessaires aux provinces au titre de l'enseignement postsecondaire », a déclaré la présidente de la FQPPU, Arpi Hamalian. « C'est le seul moyen qui permettra aux provinces de respecter leurs responsabilités à l'égard de l'enseignement et de la recherche universitaires. »

M. Catano et M^me^ Hamalian ont entamé leur journée de lobbying en rencontrant Peter Adams, président du comité du gouvernement libéral sur l'enseignement postsecondaire, et Alexa McDonough, chef du Nouveau parti démocratique. Ils ont ensuite rencontré le ministre des Affaires intergouvernementales Stéphane Dion et le chef du Bloc Québécois Gilles Duceppe.

M. Catano a fait la promotion du projet de loi sur l'enseignement postsecondaire de l'ACPPU auprès de M. Dion qui a admis que la méthode de financement actuelle du fédéral visant à soutenir l'enseignement postsecondaire avait des lacunes. La loi réformerait la méthode qu'utilise le fédéral pour transférer des crédits aux provinces au titre de l'enseignement supérieur tout en exigeant de celles-ci de respecter certaines normes nationales, entre autres des dispositions sur l'accès et l'aspect non lucratif.

L'ACPPU est la FQPPU devraient rencontrer au cours des prochaines semaines le ministre des Finances John Manley, le ministre de l'Industre Allan Rock et le chef des Conservateurs Joe Clark qui n'étaient pas libres pour cette journée de lobbying. ■

English on page A9.

Michiel Horn reçoit le prix Milner

MICHIEL Horn, professeur d'histoire au Collège Glendon de l'Université York, a été récompensé le mois dernier pour ses réalisations et son apport à la cause de la liberté universitaire. M. Horn a reçu le plus grand honneur de l'ACPPU, soit le prix commémoratif Milner qui lui a été décerné le 23 novembre à Ottawa, à l'occasion de l'assemblée du Conseil de l'ACPPU.

M Horn, reconnu pour ses travaux en histoire canadienne et particulièrement pour ses écrits sur l'histoire de la liberté universitaire au Canada, a passé 15 ans à effectuer des recherches pour son tout dernier livre et à le rédiger. Intitulé *Academic Freedom in Canada: A History*, le livre a été publié en 1999.

« Son livre est une grande réalisation, un exemple incroyable des meilleurs travaux sur la liberté universitaire au Canada », a assuré Neil Tudiver, secrétaire du Comité de la liberté universitaire et de la permanence de l'emploi de l'ACPPU. « C'est une ressource précieuse pour les universitaires et les militants qui souhaitent comprendre davantage les menaces qui pèsent sur la liberté universitaire et les combats engagés pour protéger la liberté universitaire au Canada. »

L'ACPPU a créé le prix commémoratif Milner en 1969 en l'honneur de James Milner, un ancien président du Comité de la liberté universitaire et de la permanence de l'emploi. Le prix reconnaît une contribution remarquable à la cause de la liberté universitaire et est décerné pour des actions entreprises au nom de la liberté universitaire ou pour des écrits qui contribuent de manière marquée à mieux faire comprendre et à renforcer la liberté universitaire dans la collectivité canadienne. ■

English on page A5.

UCSD Tests the Waters of the Patriot Act

THE University of California at San Diego has abandoned plans to discipline a student group for providing a website link to a site supporting an organization designated as a terrorist group by the United States government.

The UCSD administration claimed web links violated the US Patriot Act's ban on providing "material support" to organizations identified as terrorist groups by the State Department.

However, in a letter sent to university officials, the American Association of University Professors and nine other organizations, all members of the Free Expression Network, argued the administration was interpreting the law too broadly and was violating free speech rights. "UCSD's interpretation would prevent any professor, student, or campus news organization from using links for scholarly and reportorial purposes," the organizations said in their letter.

Shortly after receiving the letter the university changed its position.

In an interview following receipt of the letter, UCSD vice chancellor for student affairs, Joseph Watson, told CNET's News.com the university had made a mistake and would not pursue disciplinary action against the student group.

"We agree with the signers of this letter that [website] links are a First Amendment right," Watson said.

AAUP associate counsel Ann Springer was delighted by the university's change of heart.

"Those who wish to educate about, learn about, and work to understand and critique terrorist organizations must be able to access, study and reveal the positions and arguments of those groups," Springer said.

"To argue otherwise, especially on a campus, where the search for truth and academic freedom is supposed to receive the highest priority, goes against the core values of the First Amendment." ■

Un document américain a fait l'objet d'une fuite

LES États-Unis demandent au Canada et à d'autres membres de l'Organisation mondiale du commerce de prendre des engagements nouveaux et majeurs qui intègreraient entièrement des services de l'enseignement postsecondaire à l'Accord général sur le commerce des services.

Dans un document que l'ACPPU a obtenu le mois dernier, le gouvernement américain exige que tous les pays ouvrent l'accès au marché et offrent un traitement national à l'enseignement supérieur et aux services de formation.

Les États-Unis demandent notamment que le Canada élimine les règlements ou les restrictions qui empêchent les fournisseurs de services éducatifs à but lucratif d'entrer au pays ou qui limitent la prestation de services à la population canadienne des établissements d'enseignement virtuel étrangers.

Si le Canada acquiesçait à ces demandes, les universités et les collèges du pays en subiraient de graves conséquences », a déclaré le président de l'ACPPU, Victor Catano. « Les subventions publiques de fonctionnement versées aux universités canadiennes pourraient être considérées comme des subsides injustes. Les règlements interdisant ou limitant les universités et les collèges à but lucratif seraient supprimés. De fait, un fournisseur de services éducatifs étrangers pourrait contester tout règlement qu'il estime susceptible de compromettre ses possibilités de fournir des services au Canada. »

L'ACPPU exerce d'intenses pressions sur le gouvernement du Canada pour qu'il ne prenne pas d'engagements à l'égard de l'éducation dans les négociations de l'AGCS ni qu'il cherche à le faire. Selon M. Catano, même si ces efforts semblent avoir porté fruit, puisque les dirigeants canadiens ont dit qu'ils n'avaient pas l'intention de prendre ou de chercher à prendre des engagements à l'égard des services éducatifs, il craint que les Américains intensifient maintenant les pressions sur les négociateurs canadiens.

« Nous craignons maintenant que les Américains fassent miroiter à nos négociateurs des promesses allèchantes en retour de nouveaux engagements pour l'enseignement postsecondaire. »

Les universitaires doivent prêter attention aux négociations de l'AGCS, estime M. Catano, car l'accord pourrait modifier radicalement les universités et les collèges du Canada.

« Au fond, l'AGCS engagerait le Canada à la libéralisation de services publics comme l'éducation. Il ne se limiterait pas seulement à la suppression de barrières commerciales et d'investissement, mais il encouragerait aussi la privatisation, l'impartition et la déréglementation », a prévenu M. Catano.

L'Accord général sur le commerce des services est l'un des nouveaux accords adoptés en 1994 dans le cadre de la jeune Organisation mondiale du commerce. Les négociations faisant partie d'un programme incorporé et visant à élargir l'AGCS ont débuté en 2002 et devraient se conclure en 2005. ■

English on page A9.

Milner Memorial Award Presented at November Council

Nov. 23 — CAUT president Victor Catano (left) with award recipient Michiel Horn & AF&T committee chair Rhonda Love.

MICHIEL Horn, professor of history at Glendon College, York University, was honoured last month for his achievements and contributions to the cause of academic freedom. Horn received CAUT's highest honour, the Milner Memorial Award, at the November 2002 CAUT Council meeting.

Horn, well known for his work in Canadian history, and notably for his writings on the history of academic freedom in Canada, spent 15 years researching and writing his recent book *Academic Freedom in Canada: A History*, published in 1999.

"His book is a major achievement, an incredible example of the best work on the history of academic freedom in Canada," said Neil Tudiver, professional officer for CAUT's Academic Freedom and Tenure Committee.

"It's a valuable resource for scholars and activists who wish to understand more about threats to academic freedom and the struggles for protecting academic freedom in Canada."

The award was established by CAUT in 1969 in honour of James Milner, a former chairperson of the Academic Freedom and Tenure Committee, to recognize a distinguished contribution to the cause of academic freedom. It is given for actions undertaken on behalf of academic freedom, or writings which contribute significantly to an understanding and strengthening of academic freedom in the Canadian community. ■

Version française à la page A4.

L'AUCC promet de doubler la recherche et de tripler la commercialisation

LE gouvernement fédéral et l'Association des universités et collèges du Canada ont convenu d'une entente-cadre sur la recherche subventionnée par le fédéral.

Selon les conditions de l'entente, les membres de l'AUCC doubleront les efforts de recherche de leurs établissements d'enseignement et tripleront leur rendement au chapitre de la commercialisation d'ici les dix prochaines années en contrepartie de l'augmentation garantie du financement fédéral.

L'entente-cadre a été annoncée à l'occasion du sommet national sur l'innovation et l'apprentissage, tenu à Toronto le mois dernier. Il a réuni plus de 500 participants venus discuter des projets du gouvernement fédéral en vue d'encourager davantage la recherche et l'innovation au Canada.

« Le financement supplémentaire devrait faire progresser la recherche et la commercialisation et s'accompagner d'un engagement visant à promouvoir le transfert du savoir, la commercialisation et l'innovation pour le bien de tous les Canadiens », a déclaré le ministre de l'Industrie Allan Rock.

« Cette initiative sera avantageuse pour tous les Canadiens », a ajouté M. Best, vice-président aux Affaires nationales de l'AUCC. « Ce cadre engage l'AUCC à produire un rapport périodique public qui démontrera aux Canadiens les progrès collectifs réalisés par les universités. »

Certains observateurs croient cependant que l'accent mis sur la commercialisation de la recherche peut, en réalité, inhiber l'innovation.

« Nous ne nous opposons pas à la commercialisation de la recherche, mais nous sommes particulièrement attentifs à ne pas privilégier la recherche commerciale au détriment de la recherche fondamentale », a expliqué Victor Catano, président de l'ACPPU. « L'ironie, c'est que les découvertes réellement novatrices qui mènent, en bout de ligne, à des applications commerciales importantes dérivent de la recherche fondamentale et n'ont pas, au départ, de buts commerciaux prévus. »

Il assure que la recherche scientifique s'épanouit mieux si aucun intérêt particulier ne l'entrave. « En insistant sur la recherche à rendement commercial, nous risquons de tuer la poule aux œufs d'or. »

M. Catano, l'un des délégués invités au sommet national, a ajouté que d'autres faits nouveaux issus de la stratégie d'innovation du gouvernement fédéral étaient inquiétants.

Lors d'une allocution prononcée à l'ouverture du sommet, la ministre du Développement des ressources humaines, Jane Stewart, a dit que le gouvernement accélérerait le processus d'approbation des médicaments.

Pour M. Catano, au vu des récentes controverses suscitées par des essais cliniques de médicaments, la modification des règlements ne doit pas compromettre la sécurité des patients.

En outre, le gouvernement fédéral prévoit d'établir un Institut canadien de l'apprentissage indépendant pour faire rapport des « résultats d'apprentissage » à tous les paliers de l'enseignement et pour analyser de nouvelles approches en matière d'apprentissage.

« Le projet est vague pour l'instant, mais nous sommes en contact avec le bureau de M^me^ Stewart », a dit M. Catano. « On nous a garanti que l'ACPPU participerait directement à la planification. » ■

English on page A4.

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New CAUT Policies

CAUT Council has approved new policy statements on social justice, equity, outsourcing and renewal and retention of academic staff. Complete texts of the policy statements can be viewed at www.caut.ca.

Social Justice

The social justice policy asserts that social justice is a dynamic goal of democratic societies that includes respect for the democratic rights and civil liberties of every individual, as well as the inherent right of every person, without discrimination, to equitable access to food, shelter, meaningful work, health care, education and public services. The policy statement notes that "education is inextricably linked with social justice."

Equity

The policy on equity addresses equity for marginalized groups who are excluded from full participation in the academy, including Aboriginal peoples, women, visible/racialized minorities, persons with disabilities, and lesbians, gays and transgendered peoples. The policy states the goal of equity is to "achieve inclusiveness and social and economic justice through recognition, respect, numerical representation, accountability, responsibility and the development of balanced, healthy and harmonious working environments."

Outsourcing

The policy on outsourcing covers "contracting out" – work that is performed by non-employees at an establishment other than the employer's place of work, and "contracting in" – where an employer contracts with another company to supply persons at the workplace to perform work similar to that of bargaining unit members or where an employer contracts with a consultant to provide services at the workplace that are identical or similar to those done by bargaining unit members. The policy calls for "contractual restrictions on an employer's ability to contract for academic and other services" and a "prohibition on outsourcing, unless an association agrees to a specific, limited exception."

Renewal & Retention

The policy on renewal and retention of academic staff asserts the need for "fostering renewal within the institution." It calls for priority to be given to the creation of full-time continuing positions when new positions are required and adding "the academic staff complement shall be maintained by replacing tenured faculty with appointments leading to tenure and by protecting seniority rights for part-time staff and by negotiating procedures for the conversion of contract academic staff positions into continuing appointments."

Énoncés de principes

Le Conseil de l'ACPPU a approuvé de nouveaux énoncés de principes sur l'impartition, sur la justice sociale, sur l'équité ainsi que sur le renouvellement et le maintien de l'effectif universitaire. Les énoncés de principes sont disponibles sur le site Web www.caut.ca.

La justice sociale

La politique affirme que la justice sociale est un objectif dynamique des sociétés démocratiques qui englobe le respect des droits démocratiques et des libertés civiles de chaque personne. Il comprend également le droit inhérent de chaque personne, sans discrimination, à un accès équitable à la nourriture, à un abri, à du travail valable, à des soins de santé, à l'éducation et aux services publics.

L'impartition

La politique traite de la sous-traitance et de la prestation extérieure de services. Selon la politique, il faut « prévoir des dispositions contractuelles qui restreignent la capacité d'un employeur à recourir à des services pédagogiques ou autres » et « interdire l'impartition sauf si l'association consent à des exceptions limitées et précises ».

L'équité

La politique vise à atteindre l'inclusivité ainsi que la justice sociale et économique grâce à la reconnaissance, au respect, à la représentation numérique, à l'imputabilité, à la responsabilité et à la création de milieux de travail équilibrés, sains et harmonieux pour des groupes marginalisés qui sont exclus d'une pleine participation au milieu universitaire, notamment les peuples autochtones, les femmes, les minorités visibles ou raciales, les personnes handicapées, les lesbiennes, les homosexuels et les non-conformistes sexuels.

Le renouvellement et le maintien

La politique affirme le besoin de favoriser le renouvellement de l'effectif au sein de l'établissement d'enseignement, en accordant « la priorité à la création de postes permanents à temps plein lorsque se fait sentir le besoin de nouveaux postes » et également « en remplaçant des membres permanents du corps professoral par des personnes nommées à des postes menant à la permanence, en protégeant les droits d'ancienneté du personnel à temps partiel et en négociant des procédures de conversion des postes d'universitaires contractuels en postes permanents. »

Personal Privacy Being Compromised in the Digital Age

INADEQUATE legal protection for privacy in the workplace is a threat to academic freedom, privacy-law experts Valerie Steeves and Eugene Oscapella warned CAUT delegates in a special session at CAUT's November Council meeting.

Steeves, who teaches law at Carleton, and Oscapella, an Ottawa lawyer who teaches at the University of Ottawa, warned that employers have the capacity to view, copy and save any data files that are created or viewed on employees' computers if employees are using the employer's system. In most cases, collective agreements and privacy policies in place at universities do not deal with this effectively.

Because computers are widely used for storing teaching material and research data and records, access to personal computers by university and college administrators, ostensibly for the purpose of ensuring a safe and effective operating system, may be viewed by academic staff as constituting a breach of their academic freedom, a breach of copyright, and a breach of their confidentiality agreements with research subjects.

Since universities are not government actors and therefore are not subject to the Canadian Charter of Rights and Freedoms, they are not required to comply with the Charter protection from unreasonable search and seizure. While the police cannot legally enter an academic workplace without the university's permission and search and seize university property (including electronic files), the university administration is not prohibited from using technological tools to search, copy or make other use of academics' data and files if the data and files are deemed to be university property. In the absence of collective agreement language to the contrary, the use of university computer systems, including Internet access, could result in the data and files being considered university property.

Steeves said that while some universities profess to subscribe to fair information practice principles developed by the U.S. Federal Trade Commission in its report to Congress in 1998, the commitment to respect these practices is unenforceable if breached.

The widely-accepted principles concerning fair information practices include a commitment to the following principles governing the use of personal information: notice/awareness — data collectors must disclose their information practices before collecting personal information from users; choice/consent — users must be given options with respect to whether and how personal information collected from them may be used for purposes beyond which the information is provided; access/participation — users should be able to access and to contest the accuracy and completeness of the data collected about them; and, integrity/security — data collectors must take reasonable steps to ensure the information collected from users is accurate and secure from unauthorized use. Missing from this list is an enforcement mechanism to ensure compliance with the principles.

In a second panel, CAUT chief negotiations officer Neil Tudiver highlighted the weakness in most collective agreement language protecting privacy. As well, Tony Joniec and Patrick Valade, of the Ottawa-based network integration firm BridgeTech Systems, described information technology common in the workplace and the risks inherent in protecting electronic files from incursions. The panellists agreed that while e-mail can be protected by using virus protection and encryption technology, use of the latter is limited where the recipient does not have the same technology in place to decode the messages.

Tudiver said strong contract language is particularly important in light of Oscapella's warning about the growing attack on privacy rights, especially in the U.S. With Canada's declared commitment to strengthening its relationship with the U.S., there is every likelihood that already limited privacy rights will be reduced in the name of security.

Oscapella pointed to the imminent creation of a super database in the U.S. following the adoption of the new Homeland Security Act. Reports in the Globe and Mail and the New York Times tell of how the U.S. is creating a "data warehouse" of information on individuals, which include surveillance of credit card purchases, Internet uses, banking and medical records, and telephone conversations.

CAUT president Victor Catano noted universities in the U.S. are not far behind the government, in acting intrusively to promote security.

According to correspondence he's seen circulating among chairs of psychology departments, some American universities are requiring staff and students to have identification tags if they want to be on university property.

But government is not the only "big brother" watching you.

Steeves says corporations which provide licenses to university libraries for use of their databases often require that users provide personal information to the licensor. Information collected may be sold to other interested parties, including a future government conducting surveillance for the declared purpose of public security in our post-Sept. 11 world.

Oscapella noted that he and Steeves had worked for more than two years with a Canadian senator to develop a privacy charter for Canada. But the bill died on the order table and has not been revived.

"Academics who take their commitment to academic freedom and freedom of expression seriously should see this as the time to take action to secure privacy protections both within their academic institutions and in the larger society," said CAUT legal counsel Rosemary Morgan, who chaired the privacy panel. "That means negotiating tough language in collective agreements and pressing politicians for protections in law." ■

CAUT will be issuing a bargaining advisory on privacy in early 2003 to assist local associations in developing appropriate privacy protections for their members.

Le rapport Romanow

L'accès aux soins en fonction des besoins et non du revenu

L'ACPPU appuie fermement les recommandations du rapport final que la Commission royale sur l'avenir de la santé au Canada, présidée par Roy Romanow, a déposé le mois dernier.

« Le rapport Romanow donne au gouvernement un plan directeur clair de ce qu'il doit faire pour améliorer le régime public d'assurance-maladie », a déclaré le président de l'ACPPU, Victor Catano. « Nous conseillons instamment aux gouvernements fédéral et provinciaux de donner suite à ces recommandations ».

Le rapport Romanow recommande au gouvernement fédéral :

• d'augmenter les dépenses en matière de santé de 6,5 milliards d'ici 2006;

• d'instituer un régime limité d'assurance-médicaments pour couvrir les médicaments coûteux;

• d'améliorer la santé des autochtones;

• de créer un Conseil de la santé du Canada pour mesurer et suivre le rendement du système de soins de santé;

• d'élargir la Loi canadienne sur la santé pour y inclure les services de soins à domicile;

• d'interdire la surfacturation des services diagnostiques, entre autres l'imagerie par résonance magnétique.

De manière explicite, la Commission Romanow rejette la demande accrue de services privés et commerciaux des soins de santé. Elle préconise plutôt une hausse de 15 milliards de dollars des fonds publics au titre de la santé pour les quatre prochaines années, dont 3,5 milliards de dollars dans le prochain budget. Elle recommande en outre une réforme du mécanisme de financement de l'assurance-santé du fédéral.

« [La] contribution [du gouvernement fédéral] demeure inférieure à ce qu'elle a déjà été et à ce qu'elle devrait être. Je recommande donc l'établissement d'un seuil minimal de financement de la part du gouvernement fédéral, de même qu'une nouvelle entente qui assurerait un financement plus stable et prévisible », affirme M. Romanow. « De nouvelles ressources doivent servir à faire émerger un système nouveau, pas à perpétuer l'ancien système. »

La contribution du gouvernement fédéral demeure inférieure.

La Commission veut que le gouvernement fédéral modifie son mécanisme de transfert de crédits aux provinces au titre des soins de santé, de l'enseignement postsecondaire et des services sociaux. À l'heure actuelle, le fédéral verse globalement des paiements en espèces aux gouvernements provinciaux pour ces services aux termes du Transfert canadien en matière de santé et de programmes sociaux (TCSPS). Les provinces ne sont pas tenues de rendre compte de la manière dont elles disposent de ces crédits.

Selon la Commission, Ottawa devrait éliminer le TCSPS et créer un fonds distinct pour les soins de santé, transparent et stable.

M. Catano estime que l'élimination du TCSPS est « capitale, non seulement pour les soins de santé, mais aussi pour l'enseignement postsecondaire. »

Il fait remarquer que cette idée figurait en tête des recommandations de l'ACPPU dans le mémoire qu'elle a présenté à la Commission Romanow et dans son projet de loi canadienne sur l'enseignement postsecondaire.

Le rapport Romanow recommande également la création de quatre nouveaux Centres d'innovation en santé voués à la santé des régions rurales et éloignées, aux ressources humaines en santé, à la promotion de la santé et à une politique pharmaceutique. Il propose en outre la création d'une Agence nationale des médicaments qui évaluerait les médicaments nouveaux et existants.

« Le rapport Romanow présente une vision complète pour l'amélioration de notre système de soins de santé », conclut M. Catano. « Notre classe politique doit mettre en œuvre rapidement ses recommandations. » ■

English on page A10.

Why Universities Aren't Working

☞ From PAGE A12

The intent of my example is to provoke thought about the core social function and value of universities and their teaching mission, something that the authors fail to address. I would be horrified were anyone to take this proposition as prescriptive. Yet, I now wonder if that is not now so far from the current direction in university decision-making. Without a vision of the value of university teaching and learning that is equally compelling as that we are now inundated with of the value of research, there can be no future for the teaching mission of universities.

The authors address a number of other issues that cannot be given equal consideration in the context of a short review essay focussing only on the central thesis. They examine the view of universities as economic agents: as fundraisers, points of access to consumers, "knowledge factories" for private commercial interests, providers of "employability," and as sites for application of new schools of public management. In the weakest and a somewhat troubling chapter of the book, they examine the ethical challenges of commercialism in research by examining the Fabrikant case.

A lengthy chapter deals with a number of faddish solutions to what may or not ail universities: interdisciplinarism, technology boosterism, two-track appointments, "Harvard of the North," a Canadian "Ivy League," abolition of tenure, professionalisation of university administration and market discipline. Each of these issues is dealt with too quickly and dismissed rather unconvincingly. As with some argument of the main thesis of the book, I find little to disagree with but also little that could not be argued more convincingly with some evidentiary basis.

Finally the concluding chapter calls for solutions that often border on triviality: quality over quantity in assessment of research production; discouragement of entrepreneurialism for its own sake; banning of private research in universities; discouragement of "faddishness" on teaching, begging once again the question of how one might distinguish fad from legitimate innovation; a larger proportion of faculty time devoted to teaching; teaching of first- and second-year teaching by full-time faculty with part-time faculty more used for specialized teaching; formal preparation for teaching as part of graduate training; more public space for student interaction; and, a call for attention to the dominance of universities by medical schools and institutions.

In sum, this book will promote much needed discussion and debate. Fortunately, it is unlikely to be the final word. ■

Ronald-Frans Melchers is associate professor of criminology (criminal justice policy) at the University of Ottawa.

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UNIVERSITY OF WINDSOR

Olivieri Wins Settlement

☞ From PAGE A1

Olivieri expressed her appreciation to CAUT, the University of Toronto Faculty Association and especially her colleagues Helen Chan, John Dick, Peter Durie and Brenda Gallie – all eminent researchers who faced difficult times for supporting her.

Under the only terms of the agreement made public, the university and the faculty association will establish a special working group to review research publication policies and the policies and procedures relating to conflicts of interest.

"The working group is an important element of the agreement," said faculty association president George Luste. "It signals that both UTFA and the university are committed to ensuring that all our members, including those at affiliated teaching hospitals, will be able to freely report their research findings."

Luste commended UTFA's council and its current and past officers, and, in particular, former faculty association presidents Bill Graham and Rhonda Love, for their determined role in defending academic freedom over a number of years. He also expressed appreciation for the support of CAUT and its executive director, James Turk, which Luste said was essential to success in reaching a settlement. ■

Donors Threaten Academic Freedom

As universities become increasingly dependent on private donations, some donors are taking the opportunity to try to shape university policy and intrude on academic freedom, says CAUT executive director James Turk.

In a speech delivered Oct. 30 at an Israel Bonds gala dinner in Montreal, CanWest Global Communications executive chairman Israel Asper said, "On university campuses, we must demand that the administrators of higher education re-take control of the teaching process, to ensure that hate is not taught, propaganda is not preached and that the revered term 'academic freedom' is never used as a license to libel, a podium for propaganda, and an advocacy of hate."

Asper added, "And we should withhold our financial support for those institutions that fail this obligation of educational integrity."

When a violent demonstration Sept. 9 at Concordia University blocked the Asper Foundation-sponsored speech of Israeli politician Benjamin Netanyahu, some suggested the Concordia board's unprecedented imposition of a moratorium on all public events related to the Middle East was prompted by a concern they must reassure donors.

Concordia administrators have denied that any external forces influenced the university's actions, but Marcel Dupuis, the university's director of corporate and foundation giving, was quoted in the Montreal Gazette as conceding that "donors and alumni are saying, 'If you don't get things in order, we're pulling the funding.' "

A year earlier, Charles Huntzinger, president and CEO of Imperial Parking, the largest carpark operator in Canada and the fourth largest in North America, and a recent immigrant to Canada from the United States, urged donors to withhold contributions to the University of British Columbia as long as Professor Sunera Thobani remained on staff.

Thobani sparked a media frenzy when, at a women's conference on violence against women, she strongly criticized American foreign policy in the aftermath of Sept. 11 .

"Fortunately, the UBC administration was quick to defend Thobani's academic freedom," Turk said. "UBC's academic vice-president and provost, Barry McBride, rejected calls for action against Thobani, pointing out that the cornerstone of a university is the ability to speak out on important issues." ■

Concordia Board Lifts Moratorium

☞ From PAGE A1

are the bedrock of the university's role and function in society," adding that it was "a dark day for Concordia and a dark day for academic freedom," when Concordia sought an injunction to prevent members of parliament from speaking on campus.

He noted that in the face of a far more difficult situation, the University of Haifa, one of Israel's major universities, has shown a commitment to academic freedom that should shame Concordia's officials. In a statement in the U.S. publication, The Nation, University of Haifa officials stated that "even during the most stressful times" (when, for example, some of their students were killed in terrorist attacks), they did not limit fliers, information booths or political assemblies.

"You could prevent discussion on anything other than motherhood and apple pie if you made prior controversy a ground for banning discussion," said noted constitutional lawyer and McGill law professor Julius Grey, in an interview with CTV National News criticizing Concordia's actions. ■

Version française à la page A10.

Plus d'argent pour les programmes sociaux

UNE forte majorité de Canadiens souhaitent que le gouvernement fédéral accorde la priorité au renouvellement des dépenses relatives aux programmes sociaux, d'après un sondage d'opinion mené pour le compte de l'ACPPU.

D'après le sondage, six Canadiens sur dix affirment que le prochain budget fédéral devrait se concentrer principalement sur l'accroissement des dépenses relatives aux programmes sociaux, notamment ceux de la santé et de l'éducation. Moins de 17 p. 100 des répondants favorisent la réduction de l'impôt sur le revenu des particuliers, et moins de 10 p. 100 considèrent la réduction de la dette publique comme une priorité absolue. L'appui à l'augmentation des ressources financières destinées à la lutte contre le terrorisme est inférieur à 3 p. 100.

Le sondage mené en septembre par le Centre de recherche Décima révèle une insatisfaction grandissante face à l'intervention des Libéraux en matière d'enseignement postsecondaire. Plus d'un répondant sur trois estime qu'Ottawa fait piètre figure en matière d'accessibilité garantie aux études collégiales et universitaires. De plus, 36 p. 100 des répondants accordent une note passable au gouvernement.

« L'enseignement postsecondaire est un enjeu qui pourrait rendre les Libéraux vulnérables », a déclaré le président de l'ACPPU, Victor Catano.

En outre, le sondage révèle que la plupart des parents canadiens d'enfants âgés de moins de 17 ans sont préoccupés par les coûts élevés de l'enseignement postsecondaire, qui pourraient d'ailleurs empêcher leur progéniture de fréquenter le collège ou l'université. Pour près des deux tiers des répondants, les frais de scolarité élevés sont la raison qui empêchera leurs enfants d'obtenir un diplôme d'études postsecondaires.

« On remarque beaucoup d'anxiété chez les familles quant à leur capacité à payer des études à leurs enfants », a observé M. Catano. « Quand on constate qu'autant de parents pensent que leurs enfants ne pourront pas fréquenter l'université ou le collège, on assiste vraiment à la naissance d'une crise de l'accessibilité au pays. » ■

Le Centre de recherche Décima a mené ce sondage téléphonique à la grandeur du pays auprès de 2 000 adultes et les résultats sont considérés comme précis en fonction d'une marge de ± 2 p. 100, 19 fois sur 20.

Traduit de l'article « Canadians Want More Money Allocated to Social Programs » (*Bulletin* de l'ACPPU, novembre 2002).

Dre Olivieri a gain de cause

☞ Suite de la PAGE A1

et l'association des professeurs mettront sur pied un groupe de travail spécial qui examinera les politiques en matière de publication des résultats de recherche ainsi que les politiques et procédures sur les conflits d'intérêts.

« Le groupe de travail constitue un élément important de l'entente », a déclaré le président de l'association des professeurs George Luste. « Il montre que tant l'UTFA que l'université s'engagent à faire en sorte que tous nos membres, y compris ceux qui travaillent dans des hôpitaux universitaires, pourront publier librement leurs résultats de recherches. »

Il a félicité le conseil de l'UTFA ainsi que ses dirigeants actuels et passés, notamment les anciens présidents Bill Graham et Rhonda Love, pour leur détermination à défendre la liberté universitaire depuis de nombreuses années. Il a également remercié l'ACPPU et son directeur général James Turk pour leur soutien qui a, selon lui, joué un rôle essentiel dans la conclusion de cette entente. ■

Brandon Ratifies 3-Year Contract

MEMBERS of Brandon University Faculty Association are getting a 9% wage increase over three years after ratifying a collective agreement Nov. 18. Other provisions include the elimination of increment thresholds, an annual one step increase to existing floors and ceilings amounts, a 1% increase in the university's contribution to the pension plan, a phased in employer absorption of the costs of members' extended health and insurance premiums, and increases to overload/sessional stipends and professional development allowances. "BUFA members made significant gains in this contract," says BUFA vice-president Bruce Forrest. ■

New Agreement at Winnipeg

FOLLOWING a successful strike vote, members of the University of Winnipeg Faculty Association voted recently to ratify a new five-year collective agreement.

In each of the first two years the agreement provides scale increases of $2,000 and structural adjustments and increases to career development increments. In the final three years the increase is 2.5%, with a top-up in years four and five if CPI is above 2.5%.

Paid parental leave is in the contract for the first time, with 14 weeks at 95% of salary, increasing to 15 weeks after 2005. Other changes include coverage for new categories of health benefits, greater flexibility in workload assignments, and a new clause in the existing practices article that requires the administration to obtain the association's approval for any new by-laws or policies that affect the rights and responsibilities of members. The agreement also has a new provision for mandatory retirement at age 69, effective in 2005–2006.

"Our members' strike mandate sent a strong message," said faculty association president Amanda Goldrick-Jones. "Fortunately it was heard, and we were able to reach an agreement without having to go on strike." ■

Profs Call on Ottawa to Increase Funding

MORE than 60 university professors and academic staff from across Canada called on Ottawa to increase funding for post-secondary education as part of a one-day national lobby organized by CAUT and the Fédération québécoise des professeures et professeurs d'université last month.

"We're here today to tell federal politicians that our universities and colleges are facing enormous challenges," CAUT president Victor Catano said during a news conference on Parliament Hill Nov. 21. "If this government really believes that access to a high quality post-secondary education system is critical to our social and economic future, then it's time it backs that up with proper funding."

He noted that since 1992 real per capita spending on post-secondary education has declined by more than 14 per cent and that operating grants to universities are down by more than 25 per cent.

"The most positive action the federal government could take is to ensure on a regular and equitable basis the transfer of the necessary funds to the provinces to pay for post-secondary education," said FQPPU president Arpi Hamalian. "Only this will enable the provinces to meet their own responsibilities towards university teaching and research."

Catano and Hamalian began their day-long lobbying blitz with Peter Adams, chair of the Liberal government's post-secondary education caucus and Alexa McDonough, leader of the New Democratic Party. This was followed by meetings with Intergovernmental Affairs Minister Stéphane Dion and Bloc Québécois leader Gilles Duceppe.

Catano said he pressed CAUT's proposed post-secondary education act with Dion, who admitted that the current way Ottawa helps fund post-secondary education is flawed. The act would reform the way Ottawa transfers money to the provinces to pay for higher education at the same time as requiring that the provinces meet certain national standards, such as accessibility and not-for-profit provisions.

CAUT and FQPPU are scheduled to meet over the next few weeks with Finance Minister John Manley, Industry Minister Allan Rock and Conservative leader Joe Clark, all of whom were unavailable during lobby day. ■

Version française à la page A4.

Leaked US Document Exposes Demands for Education Services

THE United States is asking Canada and other members of the World Trade Organization to make sweeping new commitments that would bring higher education services under the full weight of the General Agreement on Trade in Services.

In a document obtained by CAUT last month, the U.S. government demands that all countries "provide full market access and national treatment … for higher education and training services."

In particular, the U.S. is requesting that Canada eliminate any regulations or restrictions that prevent for-profit education providers from entering Canada or restrict foreign on-line educational institutions from providing services to Canadians.

"If Canada were to agree to these requests, the impact on the country's universities and colleges would be serious," said CAUT president Victor Catano. "Public operating grants to Canadian universities could be seen as an unfair subsidy. Rules preventing or limiting for-profit universities and colleges would be swept aside. In fact, any regulation that a foreign education provider thought might compromise its ability to provide services in Canada could be challenged."

CAUT has been aggressively lobbying the government of Canada not to make or seek any commitments on education in GATS negotiations. Catano says that while those lobbying efforts have appeared to pay off, with Canadian officials saying they have no intention of making or seeking commitments for education services, he worries the U.S. may now apply added pressure on Canadian negotiators.

"Our fear now is that the Americans may dangle something enticing in front of our negotiators in exchange for gaining commitments on post-secondary education."

Academic staff need to pay attention to GATS negotiations, Catano says, because the agreement has the potential to radically transform Canada's universities and colleges.

GATS negotiations have the potential to radically transform our universities.

"At its heart, GATS would commit Canada to a liberalization of public services like education, not just in terms of eliminating barriers to trade and investment, but also by encouraging privatization, contracting out and deregulation," Catano said.

The General Agreement on Trade in Services is one of several new agreements adopted in 1994 as part of the newly-established World Trade Organization. As part of a built-in agenda, negotiations aimed at expanding GATS began in 2000 and are expected to conclude by 2005. ■

Version française à la page A5.

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Romanow Report

A Health Care System Based on 'Need, Not Income'

CAUT is expressing strong support for the recommendations unveiled last month in the final report of the Royal Commission on the Future of Health Care in Canada chaired by Roy Romanow.

"The Romanow report provides the government with a clear blueprint of what must be done to improve medicare," said CAUT president Victor Catano. "We urge the federal government and the provinces to act on these recommendations."

The Romanow report recommends the federal government:

- increase health spending by $15 billion by 2006;
- introduce a limited pharmacare program to cover high-priced drug treatments;
- improve Aboriginal health;
- create a Health Council of Canada to measure and track the performance of the health care system;
- broaden the Canada Health Act to cover home care services; and
- ban extra billing on diagnostic services such as MRIs.

Romanow explicitly rejects calls for more privatization and commercialization of health care and instead is calling for $15 billion more for health care over the next four years, including $3.5 billion in the next budget. He is also recommending a change in the way Ottawa funds medicare.

"The federal government contributes less than it did previously, and less than it should. I am therefore recommending the establishment of a minimum threshold for federal funding, as well as a new funding arrangement that provides for greater stability and predictability," Romanow said. "Money must buy change, not more of the same."

The report calls on the federal government to change the way it transfers money to the provinces in support of health care, post-secondary education and social services. Currently, Ottawa provides cash funding for these services to the provinces in one lump-sum under the Canada Health and Social Transfer that provides no accountability over how the funds are spent.

Romanow says Ottawa should scrap the CHST and create a separate fund for health care that is transparent and that provides stable funding.

Catano agreed, saying the elimination of the CHST is "critical, not only for health care, but for post-secondary education as well."

He noted that CAUT made this the key recommendation in its submission to the Romanow Commission and in its proposed Canada Post-secondary Education Act.

The Romanow report also calls for the creation of four new Centres for Health Innovation to focus on rural and remote health, health human resources, health promotion and pharmaceutical policy. Also proposed is the establishment of a National Drug Agency to evaluate new drugs and re-evaluate existing ones.

"Romanow's report is a comprehensive vision for improving our health care system," Catano concluded. "Our politicians need to act quickly to implement the recommendations." ■

Version française à la page A7.

Feds Propose Revised Public Safety Act

THE Public Safety Act, opposed by Canadian civil libertarians and privacy advocates, first appeared in November 2001 as Bill C-42. Withdrawn under a storm of protest, it returned as Bill C-55 in April 2002 only to die on the order paper when the parliamentary session ended. Now it's back again, resurrected under the label C-17.

CAUT executive director James Turk says the stubborn survival of the legislation is troubling, but some comfort must be taken in the success of Canadians in deleting the "military security zones" portion of the Act. "We went from portable martial law in C-42, to martial law light in C-55, to the complete removal of the concept in C-17," Turk said. "That is an important victory we can't ignore."

But he says he is less happy with some of the remaining portions of C-17, especially section 4.82 which gives the RCMP and the Canadian Security Intelligence Service unrestricted access to the personal information held by airlines about all Canadian air travellers on domestic as well as international flights.

"We and others have repeatedly cautioned the government not to repeat the tragic mistakes of the past by responding to Sept. 11 with legislative overkill," Turk said. "Unfortunately that is just what they have done in section 4.82, by targeting not just terrorism, but ordinary criminality and ultimately the privacy rights of law-abiding citizens."

Turk's concerns are mirrored by Privacy Commissioner George Radwanski who, while accepting the legitimacy of scanning passenger manifests for terrorist suspects, condemns the expansion of this power to seek out people wanted on warrants for Criminal Code offences unrelated to terrorism.

"The events of Sept. 11 were a great tragedy and a great crime; they should not be manipulated into becoming an opportunity — an opportunity to expand privacy-invasive police powers for purposes that have nothing to do with anti-terrorism," Radwanski said in a news release last month.

"Indeed, the precedent set by this provision could ultimately open the door to practices similar to those that exist in societies where police routinely board trains, establish roadblocks or stop people on the street to check identification papers in search of anyone of interest to the state. The place to draw the line in protecting the fundamental human right of privacy is at the very outset, at the first unjustifiable intrusion." ■

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TICO

Fin du moratoire à l'Université Concordia

DEVANT les critiques générales du public et des médias, le conseil d'administration et le recteur de l'Université Concordia ont mis un terme au moratoire imposé à l'utilisation des locaux universitaires pour des événements et des activités reliés au conflit du Proche-Orient.

« C'est une victoire pour la liberté universitaire et la liberté d'expression », a déclaré le directeur général de l'ACPPU, James Turk. « Mais il a fallu beaucoup de temps et bien des pressions des professeurs, des étudiants et de la collectivité avant d'en arriver là. Le comble a été l'injonction que l'Université Concordia a obtenue pour empêcher les députés néo-démocrates Svend Robinson et Libby Davies ainsi que la professeure de Ryerson, Judy Rebick, de prendre la parole à l'université le 15 novembre. »

À la grandeur du pays, les journaux ont dénoncé l'injonction. L'éditorial du Calgary Herald est un exemple typique des réactions suscitées par cette injonction : « [traduction] Le fait d'abdiquer devant des intérêts qui étouffent la liberté d'expression n'est rien de moins qu'une capitulation aux mains des forces des ténèbres qui menacent le monde de la pensée. Une université peut justifier sa décision d'interdire des conférenciers controversés en la qualifiant de « prudente » ou de « responsable », mais de telles excuses sont si superficielles que c'en est embarrassant. »

Dans une lettre adressée le 14 novembre au recteur de Concordia, Frederick Lowy, le président de l'ACPPU, Victor Catano, a demandé le retrait immédiat du moratoire.

Selon M. Catano, le moratoire allait à l'encontre des notions les plus élémentaires de la liberté universitaire qui sont à la base du rôle et de la fonction de l'université dans la société. Il a ajouté que cette décision était « un triste jour pour Concordia et pour la liberté universitaire » lorsque l'université a voulu obtenir une injonction pour empêcher des députés de prononcer une allocution sur le campus.

Il a donné l'exemple de l'Université de Haïfa, l'une des plus importantes universités d'Israël, qui, face à une situation beaucoup plus difficile, a fait preuve d'un engagement envers la liberté universitaire qui devrait faire rougir les dirigeants de Concordia. À la publication américaine The Nation, les dirigeants de l'Université de Haïfa ont déclaré que, même lors de moments des plus stressants (par exemple, lorsque certains de leurs étudiants ont trouvé la mort dans des attaques terroristes), ils n'ont pas limité les tracts, les kiosques d'information ou les rassemblements politiques.

« On pourrait empêcher des discussions sur rien d'autre que la maternité et la tarte aux pommes si on a fait d'une controverse antérieure un motif pour en interdire le débat. », a déclaré Me Julius Grey, constitutionnaliste et professeur de droit à l'Université McGill, au cours d'une entrevue à l'émission National News de CTV qui critiquait les gestes de l'Université Concordia. ■

English on page A1.

Ontario Students Getting Fewer Loans

THERE has been an alarming 40 per cent decline in the number of Ontario students receiving loans following the introduction of more restrictive eligibility rules in 1995, according to internal provincial government documents.

Figures obtained by the National Post last month show the number of students receiving Ontario student loans plummeted from a high of 212,189 in 1995–1996 down to 130,687 in the current academic year.

"Access to student loans is one of our only barometers for determining how many low-income students are gaining access to colleges and universities," said Joel Duff, Ontario chairperson of the Canadian Federation of Students.

"There is no doubt that new government restrictions on loan eligibility haven't reduced the number of needy students. They have simply erased them from the equation."

During their first year in office, Ontario's Progressive Conservative government lowered the family income threshold for student loans and disqualified part-time students from receiving loans.

"Student loans are the only means of access to higher education for many lower-income students," Duff said. "The figures we see now indicate there are a growing number of qualified students who just can't afford to go to school at all."

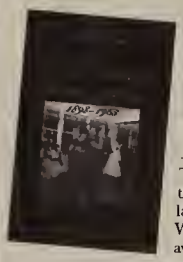
Since 1995–1996, he added, average undergraduate arts tuition fees in Ontario increased by 40 per cent, with fees in some professional programs increasing as much as 700 per cent.

Soaring tuition fees are costing Ontario students their futures.

The Canadian Federation of Students is calling on the Ontario government to repeal student loan restrictions and reduce tuition fees in all programs.

"Soaring hydro fees are costing Ontarians millions of dollars. Soaring tuition fees are costing students their futures," Duff said. ■

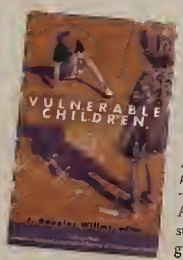
Quick Reviews



The Rise of an African Middle Class: Colonial Zimbabwe, 1898–1965

Michael O. West. Bloomington, Indiana: Indiana University Press, 2002: 344 pp; hardcover $49.95 us., paper $22.95 us.

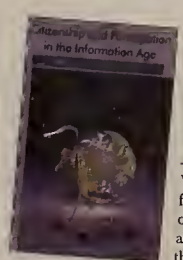
Tracing their quest for social recognition from the time of Cecil Rhodes to Rhodesia's unilateral declaration of independence, Michael West shows how some Africans were able to avail themselves of scarce educational and social opportunities in order to achieve some degree of upward mobility in a society that was hostile to their ambitions. Though relatively few in number and not rich by colonial standards, this comparatively better-off class of Africans challenged individual and social barriers imposed by colonialism to become the locus of protest against European domination. *The Rise of an African Middle Class* explores the origin, identity, and consciousness of the new "elite" as well as their educational and residential patterns, political and social affiliations, and the community associations that provided structure and strength to their numbers. By revealing the interests, aspirations, and unity of purpose of Zimbabwe's African middle class, West shows how they became political and social leaders and played a key role in building the postcolonial democratic state. West's focus on an unintended consequence of colonialism opens new perspectives into relations between colonizers and colonized in colonial Zimbabwe.



Vulnerable Children: Findings from Canada's National Longitudinal Survey of Children and Youth

J. Douglas Willms, ed. Edmonton, Alberta: University of Alberta Press, 2002; 464 pp; paper $34.95 ca.

All children in Canada live with risk. They are susceptible to disease and injury, and as they grow and learn they must face numerous challenges that threaten their mental and physical well-being. Most children are likely to encounter times of vulnerability when it is necessary to intervene on their behalf. For the first time in Canada, we are able to measure and analyse a wide range of children's developmental outcomes and identify the main factors that contribute to childhood vulnerability. *Vulnerable Children* presents a comprehensive discussion of the results from the National Longitudinal Survey of Children and Youth. Published in association with Human Resources Development Canada, the volume identifies central issues to guide policy development and interventions to improve the health and well-being of Canadian children. *Vulnerable Children* is an essential volume for students, scholars, researchers, policy-makers, and anyone concerned with the welfare of Canadian children and youth.



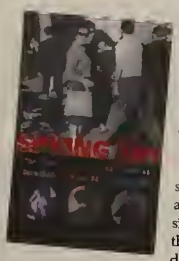
Citizenship and Participation in the Information Age

Manjunath Pendakur & Roma Harris, eds. Aurora, Ontario: Garamond Press, 2002; 442 pp; paper $34.95 ca.

With the capacity for the almost instant transfer of digital information across and beyond our planet, commonly held notions of distance and speed, as well as our understanding of the nature and meaning of interpersonal contact are being challenged and redefined. Many believe that the very structural underpinnings of society will be transformed. Good or bad, it is hard to predict just what will be the eventual political, social and cultural impact of the global interconnectedness made possible by new technologies. In an attempt to explore the possibilities, scholars, researchers and activists from around the world were invited to share their thoughts at a conference for Canadian cultural and information policy-makers in October 1999 entitled "Citizens at the Crossroads. Whose Information Society?" This book reflects each contributor's vision of the future, visions that range from the enthusiastic and hopeful to the pessimistic and fearful. A major concern of this book is whether states are able to provide the necessary balance between the often competing priorities of global business and the interests of individuals and groups of citizens. Whatever role governments are to play, it is inevitable that balance will only be achieved through active citizen participation, no longer limited by geographic constraints.

Quick Reviews produced from information supplied by publishers.

Spying for Spies on Campus



Spying 101: The RCMP's Secret Activities at Canadian Universities, 1917–1997

Steve Hewitt. Toronto: University of Toronto Press, 2002; 304 pp; hardcover $30 ca.

By DONALD C. SAVAGE

SPYING 101 is a very interesting book about the security service of the RCMP and its operations in universities, from its inception after the First World War until its demise in 1984 when it was replaced by the Canadian Security Intelligence Service. The book was written following a limited but important opening of RCMP files to scholars made possible by the Access to Information Act. Many files consulted by Steve Hewitt were partially blacked out but there was enough to construct this history.

The RCMP came into existence as a result of the Winnipeg general strike in 1919, and it was not long before it developed a secret service and an interest in the universities. From the beginning, many officers in the RCMP regarded those who agitated against the status quo as Bolsheviks, later Communists. Any adverse remarks about the British Empire were regarded as subversive, as Frank Underhill discovered. This focus between 1917 and the Second World War led it to ignore the Japanese, whom it considered an inferior race, as well as those who sympathized with fascists.

There were, of course, real spies, particularly after the Second World War, and we now have proof that the Communist Party in Canada was both directly financed by Moscow and its leadership was instructed in the Stalin era to spy. However, only one convicted spy turned up in Canadian universities – Hugh Hambleton, of Université Laval, although he was imprisoned for spying when he worked for NATO.

This lack of spies in turn led the RCMP to downgrade its focus on spies and espionage in the universities and instead turn its attention to the notion of subversion. Since subversion was a vague and imprecise notion, it could mean whatever the person using the term wanted it to mean as Hewitt amply demonstrates.

Because many members of the RCMP had difficulty in distinguishing between social democrats and those who wished to overthrow the state by violence, it cut a wide swath on campus, particularly in the late 50s, 60s and 70s. This, to a later generation, may seem quaint or amusing but not to those in the 1970s who found that the RCMP was using these secret files on thousands of Canadians to secure dismissals in the federal civil service in areas as remote from the action as the Central Mortgage and Housing Corporation.

Hewitt notes, however, that the widespread assumption that the RCMP had taps on university telephones or engaged in other forms of electronic spying in the universities was generally false. After 1971 the solicitor general had to approve (and politicians developed a wariness about approving) actions that might, if made public, embarrass them.

The unpleasant truth was that most of the information gathered came from informers, mostly unpaid, including one whose name was deleted but was somewhere in the CAUT network.

Until the 1960s the RCMP assumed agitators in the university were Communists or directed one way or another by the Communist Party. It considered social protest simply a sign of the hidden influence of the Communist Party. It assumed students were naive and would only engage in agitation against the social order if they were converted or directed by adults.

Confusion arose in the late 1960s and 1970s when it became apparent that students could organize a wide range of protest movements on their own, a small number of which generated their own homegrown violence. Few of these were associated with the Soviet Union which had lost its glamour with the revelations about the terror of the Stalin years and the 1956 invasion of Hungary.

The splintering of the New Left (the war in Vietnam, black, Canadian and Quebec nationalisms, feminism, etc.) into a variety of organizations resulted in an information overload at RCMP headquarters.

The focus on Black Power led not only to vigorous investigation of the 1969 violence at Sir George Williams in Montreal (after the fact) but also to the opening of files on non-whites across Canada who advocated a better deal for blacks, for example Howard McCurdy, subsequently an NDP member of Parliament and president of CAUT. One of the difficulties, was that at the time of the events at Sir George Williams, the RCMP had no black members, and had to import an informer from the United States.

However, the real focus in the 70s and 80s was separatism in Quebec, and once again the RCMP and their political masters chose not to distinguish between violent and constitutional separatists.

The later 70s and 80s saw a marked decline in radicalism on campus although separatism remained alive and well in Quebec. Nonetheless, the RCMP remained vigilant. It considered the anti-apartheid movement subversive. It opened files on feminism but, as with blacks, it was constrained in terms of staff because it kept women out of the service until 1974. It was concerned about historians who wrote about radicals in Canadian history.

It opened a file on McMaster University's library because it had created an archive about Canadian radicalism, and on McMaster students who received a grant to put on plays by Berthold Brecht. It opened files on gay rights organizations.

But, the overreach of its counter-intelligence activities finally provoked the creation of the McDonald Royal Commission and the Keable Commission in Quebec. This was the beginning of the end, and in 1984 the service was shut down to be replaced by CSIS.

CAUT plays an up-and-down role in this history. Hewitt considers that a 1963 agreement between CAUT and the government was useless since the RCMP routinely ignored it. However, Hewitt also thinks that adverse publicity was what the RCMP feared most, especially ridicule about infiltrating organizations like the Student Christian Movement.

He notes that from the 1960s on, CAUT was a constant critic of the excesses of the RCMP, using the 1963 agreement as a template by which to judge the particular activities of the force as they came to light. Such excesses eventually led to the creation of the McDonald commission.

Hewitt also suggests that a particularly effective change was the creation of an overview structure for CSIS, a development strongly supported by CAUT. He notes that the Mulroney government was unsympathetic to demands from CSIS to water down the rules about surveillance on the campus because it did not want to stir up old wars with CAUT. The Conservatives finally abolished the counter-subversion division.

He also suggests that one of the difficulties of agreements or rules is that the RCMP and CSIS secretly lobbied to have them modified or nullified and, when that did not work, applied an almost Talmudic zeal to their interpretation in order to allow actions which their authors had hoped to prevent.

Hewitt does not believe that the security force has no place on campus:

"The problem lies in what constitutes a threat, what restrictions should govern the work to counter the perceived threats, and most important of all, who or what defines the previous two."

The trouble in the past arose because, by and large, the security forces defined their own mandates, and usually in secret. Clearly any mandates, particularly new ones, arising from the war on terrorism, need to be debated in public and ultimately administered by politicians who are accountable to the House of Commons and the general public.

Exactly the same sorts of questions are going to arise in the war on terrorism as in the Cold War. It remains to be seen whether Ottawa has learned any lessons from the past. ■

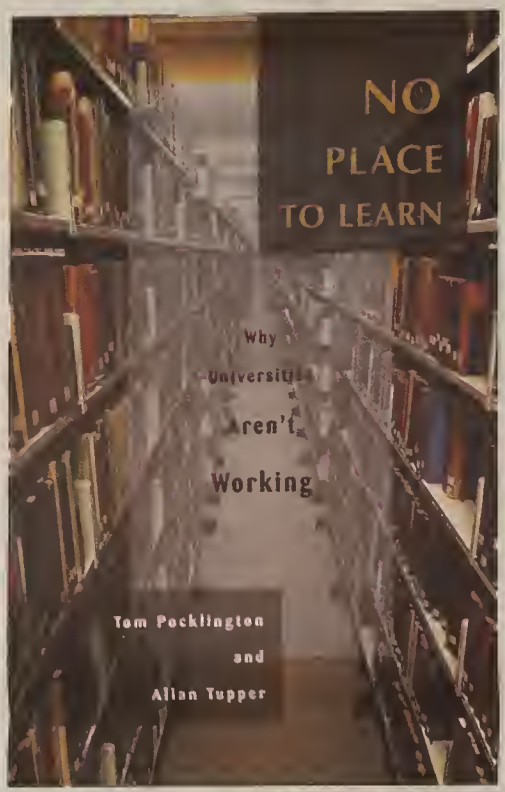
Donald C. Savage is a consultant in higher education, former executive director of CAUT and an adjunct professor of history at Concordia University.

Why Canadian Universities Aren't Working

By RONALD-FRANS MELCHERS

No Place to Learn: Why Universities Aren't Working

Tom Pocklington & Allan Tupper. Vancouver: University of British Columbia Press, 2002; 220 pp; hardcover $24.95 ca.



With Canadian universities expecting to hire more than 20,000 new professors by the end of the current decade, this essay on the place of teaching and learning is both timely and welcome.

The broader purposes and priorities of universities are too seldom probed. Although public discussion over universities has not been greater for many years, universities and academics themselves frame the issues and lead debate.

Universities are complex institutions that frustrate external scrutiny. Governance of these institutions consists largely of brokered deals among various aims, constituencies and factions competing in zero-sum status wars. Rarely are there carefully thought out or well understood ideas of why anything is done in universities.

Recent trends to more "business managerial" approaches and the increasing professionalisation of university administration have swelled bureaucracy but had little beneficial impact on transparency and accountability of university decision-making.

The authors advance that a disproportionate focus on highly specialized discovery-oriented ("frontier") research has contributed to the abandonment of the teaching mission of universities and of the types of reflective inquiry that contribute to this mission. The rhetorical excesses of the "knowledge economy" discourse facilitate this shift in priorities: universities are therein depicted as Canada's central research institutions. Allegedly free of vested interests and uniquely informed by interaction with advanced teaching, the benefit of research undertaken in universities is argued to be broader and richer than that undertaken by individuals and other institutions, such as corporations and governments. University research creates intellectual property with potential commercial value, the purported new source of the wealth of nations, and thus enables national economies to achieve international competitiveness.

This view of universities as economic agents, "knowledge factories," justifies extreme specialization of the academic labour force and assembly line work processes in research, overseen by a hierarchy capped by an emergent class of influential academic entrepreneurs devoted to fund-raising, marketing and project management.

Scholars in disciplines whose scholarly activities could be better described as aiming for "reflective inquiry" rather than the production of commercial or economic value have nonetheless been swept up in the same rhetoric of "productivity" by embracing equally narrow and monolithic quantitative measures of formal peer publication and awards of peer-adjudicated funding designed to demonstrate that they too can become respected as scientists.

Pocklington and Tupper describe professors of medicine and medical researchers as the "super models" of academe, nourished on a diet lean in teaching and rich in compensation, status and research funding. Medical researchers thus lead and frame the search for "star" status among all academics and set the "gold standard" for excellence.

Criticism of the new standard of research dominance or of contemporary ideas about university research is discredited and dismissed as old-fashioned, anti-progress or springing from ignorance or misunderstanding. All other views or forms of scholarship are deemed insignificant.

Competition for resources in the academic sector of the knowledge economy requires that scholarship be seen as a commodity. However, unlike a typical "commodity" defined in summative terms such as outcome or impact, the commodity "scholarship" is expressed rather as intermediate measures of productivity: grants obtained, patents filed or page counts of contributions to scholarly meetings and journals ranked in value by their respective prestige and status. Peer review ensures that academics themselves and academics alone establish and rank the indicators of scholarly productivity that fuel academic status wars and govern competition for the resources of institutions.

A considerable disconnect occurs between internal measures of value ("excellence") and any broad social conception of the benefits of much university research. The nature of scholarship is thus transformed, as is the work of universities and professors. The authors point to the quantitative inflation of repetitive and recycled peer publication and the pursuit of research grants as busy work on a vast, almost incomprehensible scale. Where scholarship is associated with wealth production and commercial benefit, they point to the increased risk of unethical conduct.

Proponents of research dominance in universities invariably respond to any suggestion that the teaching mission of universities is suffering by invoking the "dogma of mutual enrichment": teaching and research harmoniously reinforce each other; good researchers are by definition good teachers (though the inverse is seldom argued).

Pocklington and Tupper suggest that this dogma serves more than simply to justify the commitment of university resources to research. It serves also to distinguish universities from other teaching establishments and permits a hierarchical classification of universities, disciplines and professors. Such hierarchies, the foundation of the governance systems of universities, act as a "consolidating myth" enabling an "excellent" professor of literature to feel a stronger common bond with an "excellent" endocrinologist. The dogma of mutual enrichment thus justifies situations in which university decisions about teaching are made by those least engaged in it.

Finally, the authors suggest that the dogma of mutual enrichment serves as a bulwark against governments, parents, employers and taxpayers — barbarians at the gates — who along with occasional internal allies tend to see teaching and learning as the more intuitively obvious goals of universities. Experience suggests it has been a remarkably successful defense. Isolated attempts of provincial governments to fund teaching separately from research have all ended in failure and abandon confronted by the status and power of universities.

Does anyone truly believe in mutual enrichment? The authors point out that, although no convincing evidence exists either way, the actions of university decision-makers and of professors suggest not. No firm would out-source its core business. Yet universities neglect undergraduate teaching: excessively large classes taught by less qualified, inexperienced, non-tenured and poorly supported faculty and delivered in impersonal ways are the new norm.

Faculty most benefiting from the "enrichment" that their research allegedly brings tn their teaching are unavailable to most students because they are too busy and teach only upper-level, highly specialized courses that closely match their research interests if they even teach at all. University programs of study are more and more specialized in their first years so as to permit faculty to teach even more specialized courses at the expense of basic introduction to a broad knowledge of a field or fundamental skills that is often more pedagogically challenging and demanding of time and availability. Teaching "relief," course "buy-outs" and "research chair" and "two-track" appointments, exclusively research-dominant faculty selection and promotion criteria and the growth in the numbers of non-permanent teaching faculty all belie the belief in mutual enrichment.

Large classes, recourse to contingently employed faculty and mass-teaching technologies are chosen not for their superiority as approaches to teaching but for reasons of efficiency, to reduce resources to teaching and free more time for faculty to engage in research.

One would be dismissed as a crank were one to suggest that highly specialized researchers be hired on a poorly remunerated, non-permanent, low status basis or, in the same absence of supporting evidence, that good teachers are all equally good researchers, or yet that only dedicated teachers should be considered worthy of promotion or elevation to administrative positions.

Teaching is at best seen as a "necessary evil" undertaken reluctantly for the financial gain of the institution. Good teaching is more a matter of personal conscience than duty, though teaching missions account for more than 80 per cent of university income.

To defend against accusations that they are neglecting teaching, universities also point to measures that suggest the contrary. Students don't complain. In fact, students consistently rate university teaching highly. The authors counter that measures drawn from student questionnaires are notoriously unreliable and at best superficial indicators of the quality of teaching. They suggest that issues such as normative bias, respect for authority, the influence of university reputation and propaganda, poor design of measurement instruments, lack of clarity about student expectations and perhaps even a lack of student interest in what might actually comprise good teaching make such arguments unconvincing.

There is little consensus on what comprises good teaching and the authors do little to address this issue directly other than to suggest that it involves such obvious characteristics as availability, organisation, broad knowledge of the elemental structures of a field, enthusiasm and a non-pandering respect for students. Yet, beyond these simple notions, there is little discussion in this book of what might enable one to recognize good teaching or distinguish it from bad teaching. None of these are unique to university teaching and none address any specific outcome of university education. All could be equally served by "edu-tainment" or courses requiring little time or effort with no discernable learning outcomes.

Imagine if universities stopped delivering education. Institutions could continue to select and admit students according to current criteria, thus preserving their reputations for excellence. Universities could continue to deliver degrees to those who stuck around long enough to meet some residency requirement but would no longer offer courses, give assignments, assign grades or supervise student work.

What would the reaction and consequences be? Tenured faculty would breath a sigh of relief, as they would now be able to devote themselves fully to the pursuit of research excellence and thus ensure themselves brilliant academic careers and the admiration of their peers, deans and presidents. Students would be equally delighted to devote themselves fully to their other pursuits. Administrators would be spared the burden of a host of thankless tasks. The public purse would be spared some expense, as might students and their families if this benefit were shared with them. How many eventual employers of university graduates would notice any difference and how many bridges would in fact fall down?

Universities are not run to meet social needs and, not only is there is no incentive for them to do so, but it is seen as contrary to their purpose. Other than in a very small number of professional areas, little of what is taught in universities is intended to have any direct relevance for future employment and it may further be unclear how much of what happens to students in their time at university might be better explained by simple selection and maturation factors than by any education they are forced to endure.

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ABORIGINAL STUDIES

THE UNIVERSITY OF WINNIPEG — The Department seeks to fill a position in aboriginal religious traditions, focusing on Ojibwa, Cree, or Sioux traditions. In addition to knowledge of the tradition(s) in question, the candidate will be expected to have knowledge of at least one of the relevant aboriginal languages. Candidates will be expected to have an additional area of interest and teaching competence and are asked to specify their additional area of interest and teaching competence in their letter of application. Primary teaching responsibilities are at the undergraduate level with opportunities for occasional teaching and thesis supervision at the Master's level. Candidates will also be expected to assume departmental administrative duties. The University of Winnipeg is located in Winnipeg's downtown core, a metropolitan area of 650,000 people, with the highest proportion of aboriginal peoples of any major urban area in North America. Winnipeg is also the home of the Hudson's Bay archives, a relatively untapped source of primary material from the 17th–20th centuries. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals, including women, members of visible minorities, aboriginal persons and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is initially directed to Canadian citizens and permanent residents. The position (subject to budgetary approval) is tenure-track. Preference will be given to candidates at the rank of Assistant, although AED's will be considered. The starting date is July 1, 2003. The application deadline is January 22nd, 2003, although earlier submissions are strongly encouraged. Applications, including a cover letter, CV, three letters of recommendation, and a short writing sample, should be addressed to: Dr. Peggy Day, Chair, Religious Studies Department, University of Winnipeg, 515 Portage Avenue, Winnipeg, MB, R3B 2E9, 204-786-9415 (office), 204-774-4134 (fax).

ACCOUNTING

THE UNIVERSITY OF WINDSOR invites applications for faculty positions in the Odette School of Business in the areas of Marketing, Management Science, Business Strategy, Management and Labour Studies and Accounting commencing July 1, 2003. Subject to Budgetary Approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Roger Hussey, Dean, Odette School of Business, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519 253.3000, Ext. 3091; Fax: 519 973 7073; Email: jdesip@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

THE UNIVERSITY OF WATERLOO — Applications are being accepted for a tenure-track position at the Assistant Professor, Associate Professor or Professor level in Accounting beginning after June 30, 2003. The successful candidate will have a PhD in Accounting and an actively developing research program. Duties include research, teaching at undergraduate and graduate levels, and supervising graduate students. Salary range commensurate with qualifications and experience. The closing date for applications is December 31, 2002. Send curriculum vitae and arrange for three letters of reference to be sent to: Professor A. K. Mason, Director, School of Accountancy, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

AGRICULTURAL, FOOD & NUTRITIONAL SCIENCE

THE UNIVERSITY OF ALBERTA — The Department of Agricultural, Food and Nutritional Science is seeking a full-time Research Associate to conduct research in molecular microbiology related to inflammatory bowel diseases of humans. The candidate must have a PhD with demonstrated expertise in the application of molecular techniques in microbiology, with preference given to those with experience in the analysis of bacterial communities using culture-independent (nucleic acid-based) methods. The position offers a salary of $36,000-$48,000 (plus benefits) per annum and has duration of two years. Applications, including a statement of research experience, curriculum vitae, and the names of three referees should be sent by January 31, 2003 to Dr. Gerald Tannock, Professor, Department of Agricultural, Food and Nutritional Science, 410L Agriculture/Forestry Centre, University of Alberta, Edmonton, Alberta, Canada T6G 2P5. The candidate will be expected to start no later than June 1, 2003. For further information about this position contact Dr. Gerald Tannock by email: Gerald.Tannock@ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

THE UNIVERSITY OF ALBERTA — The Department of Agricultural, Food and Nutritional Science (AFNS) invites applications for a Research Chair in Feed Science and Technology. This is a tenure track/tenure appointment at an Associate Professor/Professor level. The Research Chair will contribute to the Department's mission "to achieve excellence in teaching and research in efficient and sustainable production, value-added processing, food safety and human nutrition to improve the health and quality of life." The successful applicant will have an international reputation as a scholar, with outstanding and innovative research accomplishments. A proven ability to address research issues important to industry would be an asset. He/she will have the opportunity to interact with a dynamic group of Professors in one of Canada's leading research Universities. The appointee will develop an innovative, cutting-edge research and teaching program in the area of feed science and technology. The successful applicant is expected to develop collaborative research programs with scientists at the University of Alberta (www.ualberta.ca), Alberta Agriculture, Food and Rural Development (www.agric.gov.ab.ca), Agriculture and Agri-Food Canada (www.agr.ca), and with the feed industry in Alberta. The University of Alberta has excellent on-campus research facilities and equipment, numerous specialized analytical laboratories, a modern feed manufacturing plant, and excellent facilities for field research. Alberta Agriculture, Food and Rural Development has extensive feed laboratory research facilities, equipment and technological support that will be accessible to the candidate. Applications, including a statement of research and teaching interests, curriculum vitae, and the name of three referees should be sent to: Dr. John Kennelly, Chair, Department of Agricultural, Food and Nutritional Science, University of Alberta, Edmonton, Alberta, Canada T6G 2P5. Closing date for applications is January 31, 2003 or until a suitable candidate is found. For further information on this position contact Dr. Kennelly at (780) 492-2131 / (780) 492-4265 (fax), email chair@afns.ualberta.ca or visit our web site at www.afns.ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

ANATOMY

DALHOUSIE UNIVERSITY — The Department of Anatomy and Neurobiology is seeking applications for a probationary tenure-track position at the rank of Assistant Professor. Candidates must hold a PhD, and/or MD degree and have at least two years of post-doctoral training. The candidate will be expected to have a strong research background and to undertake an independent research programme. Current research activities within the Department include neurobiology, functional morphology, developmental biology, and molecular and cell biology. Candidates are expected to contribute to teaching in one or more of gross anatomy, histology, embryology, and neurobiology. Further information concerning the Department may be obtained by consulting its Web site at: http://www.anatomy.dal.ca. The successful applicant will be expected to compete for external research and salary support during the initial appointment and to participate in the undergraduate and graduate teaching programmes of the Department. Applicants should submit a curriculum vitae, copies of three recent publications, a one to two-page statement outlining their research plans, a statement outlining their teaching experience and capabilities, and the names of three references to: Dr. John Rutherford, Professor and Acting Head, Department of Anatomy and Neurobiology, Faculty of Medicine, Sir Charles Tupper Medical Building, Dalhousie University, 5850 College Street, Halifax, Nova Scotia B3H 1X5, Canada. Closing date for receipt of applications will be December 31, 2002, or until the position is filled. All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons, and women. Position Description: Department

McGill

Tenure-Track Positions
Faculty of Arts

In recognition of the centrality of an understanding of human expression and behaviour, the Principal and Provost of McGill University have approved an extraordinarily imaginative initiative to renew the humanities and social sciences at McGill. During the next year, the Faculty of Arts intends to make fifty tenure/tenure-track appointments. The departments in the Faculty are

Anthropology
Art History & Communication Studies
East Asian Studies
Economics
English
English and French Language Centre
French Language and Literature
German Studies
Hispanic Studies
History
Institute of Islamic Studies
Italian Studies
Jewish Studies
Linguistics
Philosophy
Political Science
Russian and Slavic Studies
Social Work
Sociology

The appointments will focus on, though they will not be limited to, the Faculty's several cross-disciplinary strategic research themes including Canada, Environmental Studies, Health, Cross-Cultural Studies, Languages, Social Statistics, Renaissance Studies, Conflict and Peace Studies, and Development and the New Economy.

We invite applications from candidates with proven records of achievement. French is an asset. More detailed information on the specific fields sought by Departments may be obtained on the departmental web pages accessible through www.mcgill.ca/arts/.

Applications must contain a curriculum vitae, statements of the applicant's research agenda and teaching philosophy, and three confidential letters of recommendation sent under separate cover by the candidate's referees at the candidate's request. Applications are to be sent to the Chair of the appropriate Department at the address indicated on the website.

www.mcgill.ca

All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadian citizens and permanent residents of Canada will be given priority. McGill University is committed to equity in employment.

Postes permanents ou conduisant à la permanence
Faculté des arts

Compte tenu du caractère essentiel que revêt la compréhension de l'expression et du comportement de l'être humain, le principal et le vice-principal exécutif de l'Université McGill ont approuvé une initiative remarquablement inventive dont le but est de donner un nouvel essor aux sciences humaines et sociales à l'Université McGill. L'an prochain, la faculté des arts entend pourvoir cinquante postes permanents/conduisant à la permanence. Les départements dans la faculté sont les suivants :

Études allemandes
Anglais
Anthropologie
Histoire de l'art et études de la communication
Économie
Études est-asiatiques
Centre d'enseignement du français et de l'anglais
Études hispaniques
Histoire
Études islamiques
Études italiennes
Études juives
Langue et littérature françaises
Linguistique
Philosophie
Sciences politiques
Études russes et slaves
Service social
Sociologie

Les postes recouperont plusieurs axes de recherche stratégique interdisciplinaires de la faculté, sans toutefois s'y limiter, axes qui englobent les études canadiennes, les études environnementales, la santé, les études transculturelles, les langues, les statistiques sociales, les études sur la Renaissance, les études sur les conflits et la paix ainsi que le développement et la nouvelle économie.

Nous sollicitons les candidatures de personnes possédant un palmarès avéré de réalisations. Vous trouverez d'autres détails sur les domaines de spécialisation précis des candidats recherchés par les départements sur leurs pages Web, accessibles à l'adresse www.mcgill.ca/arts.

Les dossiers de candidature doivent contenir un curriculum vitae, une déclaration du programme de recherche du candidat et de ses principes d'enseignement, et trois lettres confidentielles de recommandation envoyées sous pli séparé par les répondants du candidat à la demande de ce dernier. Les dossiers doivent être adressés au directeur du département compétent à l'adresse figurant sur le site Web.

Nous invitons tous les candidats possédant les qualifications voulues à postuler ces postes, toutefois, conformément à la législation canadienne en matière d'immigration, la priorité sera accordée aux citoyens canadiens et aux résidents permanents du Canada. L'Université McGill souscrit à l'équité en matière d'emploi.

of Anatomy and Neurobiology, Dalhousie University. The successful candidate will be expected to develop a strong, externally funded research programme in one of the Department's areas of emphasis or to develop new initiatives with collaborations within the Department and the Medical, or other, faculties. He or she is expected to possess expertise in the teaching of human gross anatomy, histology, embryology, and/or neurobiology, and to contribute to the training and teaching of medical, dental, health professional, and graduate students, and postdoctoral fellows. The candidate will be expected to participate in the administrative functions of the Department, Faculty, and University.

ANESTHESIA & PERIOPERATIVE MEDICINE

THE UNIVERSITY OF WESTERN ONTARIO — The Department of Anesthesia and Perioperative Medicine, Faculty of Medicine & Dentistry Ontario invites applications for faculty positions at the London Health Sciences Centre and St. Joseph's Health Care, London, Ontario, Canada. We are seeking individuals with appropriate skills in one or more of the following areas including pediatric, neuro, cardiac, vascular, thoracic, transplantation, obstetric anesthesia, and pain management. London Health Sciences Centre is a 990-bed tertiary care centre created by the merger of University and Victoria Hospitals. St. Joseph's Health Care is the major ambulatory care and obstetric centre. The Department has a comprehensive and active clinical service [anesthesia, pain, critical care] as well as research and teaching programs. Academic rank and competitive contractual arrangements will be commensurate with experience and qualifications. Candidates must be FRCPC certified or equivalent and be eligible for licensure in Ontario. Positions are subject to budgetary approval. All qualified candidates are encouraged to apply, however, Canadian Citizens and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Deadline for submissions is March 31, 2003. Please send applications with curriculum vitae and the names of three referees to: Dr. Davy Cheng, Professor and Chair, Department of Anesthesia and Perioperative Medicine, UWO, London Health Sciences Centre, 339 Windermere Rd, London, Ontario, Canada N6A 5A5. Phone: 519-663-3270. Fax: 519-663-3161. e-mail: davy.cheng@uwo.ca

ANIMAL SCIENCE

McGILL UNIVERSITY — The Department of Animal Science invites applications for a tenure-track position in poultry science. The successful candidate will have a PhD in poultry science with specialization in physiology/nutrition and an interest in the areas of safety and quality of poultry products. The successful applicant will be expected to develop, in his/her field of poultry science, a strong and independent research program supported by external research funds, to collaborate with other researchers, to teach at the undergraduate and post-graduate level, and to supervise graduate students. In addition to being a member of the Department of Animal Science, the successful candidate will be a member of the new Centre for Poultry Research, a joint venture between the Faculty of Agricultural and Environmental Sciences of McGill University and the Faculté de Médecine Vétérinaire of the Université de Montréal. The infrastructure for the Centre, which includes new facilities at both Universities, was funded by the Canada Foundation for Innovation (www.innovation.ca), the Government of Quebec and the private sector. Additional information about the Department and McGill University may be obtained through the web sites, http://www.mcgill.ca or http://an.mcgill.ca/mcgill.ca. The successful applicant will be appointed at the level of Assistant or Associate Professor, depending on qualifications and experience, and may be also considered for nomination for a Canada Research Chair or a NSERC University Faculty Award. Salary will be commensurate with the candidate's qualifications. Application, including curriculum vitae, statements of teaching and research interests, and names of three referees willing to furnish letters of reference, should be submitted to: Dr. Roger Buckland, Chair, Search Committee, Department of Animal Science, McGill University, 21,111 Lakeshore, Ste. Anne de Bellevue, Quebec H9X 3V9. The closing date for applications is January 15, 2003. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. However, non-Canadians are strongly encouraged to apply. McGill University is committed to equity in employment.

ANTHROPOLOGY

TRENT UNIVERSITY — The Department of Anthropology invites applications for a tenure-track position at the Assistant Professor level to begin July 1, 2003. Preference will be given to applicants with a PhD. We are seeking faculty with demonstrated excellence in teaching and research. The successful candidate's primary teaching responsibilities will be in Oshawa. We particularly welcome applications from candidates who will enjoy the challenge and opportunity of developing Trent's presence in Oshawa. The successful candidate will regularly teach a four sub-field introductory level course, plus specialty courses. Candidates from all sub-fields of anthropology will be considered. Applicants should submit (in hard copy format) a letter, curriculum vitae, and names and addresses (including phone, email, and fax) of three references to: Paul F. Healy, Chair, Department of Anthropology, Trent University, Peterborough, Ontario, K9J 7B8. Deadline for receipt of applications is January 30, 2003. Applicants may wish to visit the department website www.trentu.ca/anthropology. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Trent University is an employment equity employer, and especially invites applications from women, aboriginal persons, visible minorities and disabled persons.

McMASTER UNIVERSITY — A contractually limited full-time appointment will be made in Labour Studies, by McMaster University at the Lecturer or Assistant Professor level. The appointment will be for 22 months commencing September 1, 2003. Labour Studies is an interdisciplinary programme, resident in the Faculty of Social Sciences, which includes Anthropology, Economics, Political Science, Social Work and Sociology. Responsibilities will include the equivalent of six half courses of undergraduate teaching and associated course administration, including supervision of teaching assistants. Teaching responsibilities will include teaching first year courses in contemporary labour issues and the history of the Canadian labour movement. Candidates should have an interdisciplinary approach to studies in work issues, labour and society. A PhD or ABD is preferred, although candidates with MAs and teaching experience (either in post-secondary institutions or in the labour movement) will be considered. All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be considered first for this position. McMaster University is strongly committed to employment equity within its community, and to recruiting diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities and persons with disabilities. This encouragement is in keeping with Labour Studies' focus on the ways in which structural forces (e.g. social class, gender, race, age, ability, sexuality, culture) affect workers and their workplaces, and with our longstanding commitment to teaching and research that reflects the diversity and concerns of the community. Further information on Labour Studies can be found on the Labour Studies Home Page at www.socsci.mcmaster.ca/labourstudies/. Applicants should send a curriculum vita and arrange to have three letters of reference sent to the Director, Labour Studies Programme, McMaster University, Hamilton, Ontario L8S 4M4. The application deadline is January 30, 2003.

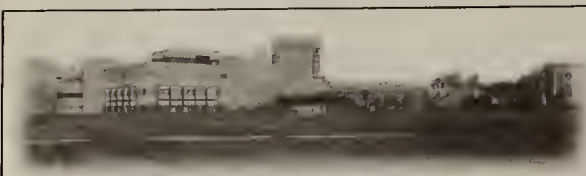
APPLIED MATHEMATICS

THE UNIVERSITY OF WESTERN ONTARIO — The Department of Applied Mathematics at The University of Western Ontario (http://apmaths.uwo.ca/) invites applications for two probationary (tenure track) faculty positions at the rank of Assistant Professor. One position will focus on Computational Materials Science and the other on Mathematical Biology. The expected commencement date of the positions is September 1, 2003. We seek outstanding researchers with proven excellence for research related to one or more of the following fields: (Computational Materials Science): Advanced Materials, Soft Condensed Matter Physics, First-principle Methods, Multi-scale Modeling. (Mathematical Biology): Evolutionary Genetics, Evolutionary Game Theory, Mathematical Immunology, Physiological Modeling. Each position will entail active research collaboration with the appropriate research groups in the Department of Applied Mathematics at The University of Western Ontario. The positions will also entail active participation in the activities of the Department of Applied Mathematics, including the supervision of graduate students and teaching at the graduate and undergraduate levels. Applications, including a curriculum vitae, names of three referees along with a description of research accomplishments should be received prior to March 15, 2003 by: Dr. Robert Corless, Chair, Department of Applied Mathematics, Western Science Centre, The University of Western Ontario, London, Ontario N6A 5B7 Canada, Email: Rob.Corless@uwo.ca. Positions are subject to budgetary approval. All qualified candidates are encouraged to apply, however Canadian Citizens and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

THE UNIVERSITY OF WATERLOO — Applications are invited for a tenure-track faculty position in the Department of Applied Mathematics at the University of Waterloo, to begin on or after July 1, 2003. Applicants should show evidence of outstanding ability in both research and teaching, should have a strong mathematical background and have an active interest in applications of their discipline in science or engineering. We are interested in applicants whose area of research is either control theory or fluid mechanics. Salary and rank, at the Assistant or Associate Professor level, will be commensurate with experience and research record. Applicants should send a curriculum vitae (including a statement of research interests and two recent research articles) and the names and addresses of at least three references to: J. Wainwright, Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Applications will be considered at any time, until the position is filled. The Department of Applied Mathematics, together with the Departments of Combinatorics & Optimization, Pure Mathematics, Statistics & Actuarial Science and the School of Computer Science, form the Faculty of Mathematics, which is a large centre of research in the mathematical sciences. There are also close collaborations with the Faculties of Engineering and Science in the University and with the nearby Perimeter Institute of Theoretical Physics. The research areas in the department are Control Theory, Differential Equations & Dynamical Systems, Digital Signal Processing, Fluid Mechanics & Biomechanics, Quantum Theory, Relativity & Cosmology, and Scientific Computation. Further information about the department may be obtained from our webpage at www.math.uwaterloo.ca/AM_Dept/homepage.html. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. All qualified candidates are encouraged to apply; however Canadian and permanent residents will be given priority.

THE UNIVERSITY OF WATERLOO — The Department of Applied Mathematics at the University of Waterloo invites applications for appointment of a junior (Tier II) Canada Research Chair (CRC) in the broad area of Scientific Computation. The CRC Program has been established with the objective of enabling Canadian universities to foster research excellence by attracting the best researchers from both within and outside Canada. Further details on the CRC program may be viewed at www.chairs.gc.ca. The Department of Applied Mathematics, one of five Departments in the Faculty of Mathematics at the University of Waterloo, is an active centre of research, with interests in a wide variety of areas, including Control Theory, Dynamical Systems, Electroacoustics, Fluid Mechanics, Ordinary and Partial Differential Equations, Quantum Theory, Relativity, and Scientific Computation. There are also close collaborations with the Faculties of Engineering and Science in the University. Further information about the department may be obtained from www.math.uwaterloo.ca/AM_Dept/homepage.html. The Department is seeking an individual with an outstanding research reputation, who will play a leading role in the expansion of its activities in Scientific Computation, and contribute to the development of the proposed Centre for Computational Mathematics and Mathematical Software in the Faculty of Mathematics. The successful applicant will have a strong mathematical background with emphasis on computation, and significant experience in one or more application areas. The potential to establish an active research group of graduate students and postdoctoral fellows, and to initiate interactions with researchers in departments in the Faculties of Science and Engineering, are also essential requirements. Applications complete with a curriculum vitae and the names of three references, should be sent to Dr. J. Wainwright, Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, ON, Canada N2L 3G1. Applications will be considered at any time until the position is filled. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

THE UNIVERSITY OF WATERLOO — Applications are invited for a tenure-track position in the Department of Applied Mathematics, University of Waterloo, Ontario, Canada, in the area of scientific computing and computational mathematics, to begin on or after July 1, 2003. Applicants should show evidence of outstanding ability in both research and teaching, and should have a strong mathematical background. Applicants should have as their primary interest the development and analysis of algorithms, methods and software for the effective computer solution of fundamental problems in scientific computation including, but not limited to, the numerical solution of ordinary and partial differential equations, control theory and fluid mechanics. The successful applicant will be expected to conduct research, supervise graduate students, teach courses in computational mathematics, and teach mathematics courses to mathematics, computer science, engineering and science majors. Salary and rank, at the Assistant or Associate Professor level, will be commensu-



Brock University

thrive

Careers ~~begin~~ here!

Located at the centre of Canada's beautiful Niagara Peninsula in Ontario, one hour from Toronto, Brock offers strong undergraduate, graduate and interdisciplinary programs that include co-op and other experiential learning opportunities to a student population of 13,600.

Brock celebrates the success of its 44,000 alumni who enjoy one of the highest employment rates among graduates from Ontario's universities.

All positions are probationary, tenure-track at the rank of Assistant Professor (unless otherwise specified) and are to take effect July 1, 2003, subject to final budgetary approval.

Applicants for all the above positions must submit a letter of application (indicating file number, if applicable), curriculum vitae, selected reprints/preprints of publications, evidence of teaching ability, and arrange for three letters of reference to be sent to the person specified.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified men and women candidates are encouraged to apply.

For more information, go to the Web site listed at the right:

The Faculty of Business consists of two departments, the Department of Accounting and Finance and the Department of Management, Marketing and Human Resources. The Faculty of Business, which has approximately 50 full-time members, offers a Bachelor of Business Administration (BBA) degree and a Bachelor of Accounting (BACC) degree, each with a co-op option, as well as a Masters of Accountancy with specialized courses in Finance. An MBA program is being introduced in 2003. More information on Brock University can be found on the University's Web site: www.brocku.ca.

ACCOUNTING AND FINANCE

- Accounting (All Areas will be considered – Financial Accounting, Managerial Accounting, Tax, Accounting Information Systems, Auditing).
- Finance (All areas will be considered, however Corporate Finance or Financial Markets and Institutions are preferred).

MANAGEMENT, MARKETING & HUMAN RESOURCES

- Entrepreneurship
- Human Resource Management (Those with experience as an HR generalist and who possess the CHRP designation are especially encouraged to apply)
- International Business
- Management Information Systems (Database Management, E-business/commerce)
- Marketing (Business to Business Marketing, Advertising, Distribution)
- Strategy

Full-time probationary tenure-track positions at the Assistant or Associate level dependent upon qualifications. Consideration at the Full Professor level will be given in exceptional circumstances.

Qualifications include a PhD (completed or near completion) or equivalent and a commitment to excellence in teaching and research. Brock University is committed to a positive action policy aimed at reducing gender imbalance; qualified women candidates are especially encouraged to apply.

Dr. Martin Kusy, Dean
(TA313) Faculty of Business
Brock University
St. Catharines, ON Canada L2S 3A1
E-mail: mkusy@spartan.ac.brocku.ca

www.brocku.ca/hr/careers

Western

The University of Western Ontario

Assistant Professor
Pediatric Audiology

The University of Western Ontario invites applications for a Probationary (tenure-track) Audiology position at the rank of Assistant Professor. Primary teaching responsibilities will be within the graduate program in Audiology; members of the Audiology program also contribute to teaching courses in the Speech-Language Pathology, Rehabilitation Sciences, and Health Sciences programs. Duties also include developing and sustaining a significant program of research, and service contributions to support university and community activities.

We are seeking Audiologists who have completed or are near completion of their PhD. The successful candidate will have demonstrated clear evidence of the ability to develop and sustain an externally funded program of research, and specialization in the area of Pediatric Habilitative Audiology, preferably with a focus on hearing instrument technologies. Preference will be given to candidates with a strong record of research in the behavioral and electroacoustic evaluation of hearing aids and related technologies, a proven ability to teach in a professional curriculum, and experience in supervision of graduate students in a research environment. The successful candidate will be expected to work within a program of research supported by the Canada Research Chair in Childhood Hearing.

The University of Western Ontario offers masters-level professional/research education in Audiology and a PhD degree in Rehabilitative Science. Our masters program in Audiology is designed to graduate approximately 15 Audiologists per year (www.uwo.ca/fhs).

Western is home to the newly established National Centre for Audiology (NCA). The NCA research facility provides eight auditory research laboratories, a research clinic, a teaching laboratory, and a large anechoic chamber (www.uwo.ca/nca). It is expected that the successful candidate would join the NCA's team of internationally-recognized researchers in using the research, teaching and clinical facilities to their fullest.

The effective date of the appointment is July 1, 2003. Applications should include a curriculum vitae, supporting documents, and the names of at least three persons who can comment on suitability for the position to:

Dr. A.N. Belcastro, Dean
Faculty of Health Sciences
Room H125, Health Sciences Addition
The University of Western Ontario
London, ON N6A 5C1

Applications are required by **February 14, 2003.**

Please quote Number HS 015 on all correspondence.

Positions are subject to budget approval. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

rate with experience and research record Applicants should send a curriculum vitae (including a statement of research interests and two recent research articles) and the names and addresses of at least three references to J Wainwright, Chairman, Department of Applied Mathematics, University of Waterloo, Ontario, Canada N2L 3G1. Applications will be considered at any time, until the position is filled The above position is being advertised, in conjunction with similar ones across the Faculty of Mathematics, as part of a major expansion in the area of scientific computing and computational mathematics. The expansion will include the creation of a Centre for Computational Mathematics in Industry & Commerce, which will oversee the development of a new program in computational mathematics at the undergraduate level, and a significant expansion of graduate studies in the area The Department of Applied Mathematics, together with the Departments of Combinatorics & Optimization, Pure Mathematics, Statistics & Actuarial Science and the School of Computer Science, is part of the Faculty of Mathematics. The active research areas in the department are Control Theory, Differential Equations & Dynamical Systems, Digital Signal Processing, Fluid Mechanics, Quantum Theory, Relativity & Cosmology, and Scientific Computation. There are also close collaborations with the Faculty of Engineering and the Faculty of Science in the University. Further information about the department may be obtained from our webpage at www.math.uwaterloo.ca/AM_Dept/homepage.html The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority. This appointment is subject to the availability of funds

ARCHAEOLOGY

THE UNIVERSITY OF LETHBRIDGE — The Department of Geography invites applications for a one-year term position at the Assistant Professor level beginning 1 July 2003, subject to budgetary approval. A PhD at or near completion is required with specialization in Syro-Palestinian Archaeology The successful applicant will teach Introductory Archaeology, Introductory Hebrew, and advanced courses in Syro-Palestinian Archaeology. For more information about the University please see our display ad in this issue and visit our web site at www.uleth.ca, or the Department's web site at http://home.uleth.ca/geo The position is open to all qualified applicants, although preference will be given to Canadian citizens and permanent residents of Canada Applications should include a curriculum vitae, transcripts, teaching evaluations, publication offprints, a statement of teaching philosophy and research interests, and names and contact information of at least three referees who are scholars in the field Send this material and arrange for the letters of reference to be mailed directly to: Dr. Ian MacLachlan, Chair, Department of Geography, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4, Telephone: (403) 329-2076, Fax (403) 329-2016, or E-mail: geo.empapp@uleth.ca The closing date for applications is January 15, 2002

ARTS & SOCIAL SCIENCES

CARLETON UNIVERSITY — Applications are invited for a single Tier 2 Canada Research Chair in one of the following areas: Health Psychology (as distinct from Clinical Health Psychology); Behavioural Neuroscience. Candidates in Behavioural Neuroscience with molecular biology skills are particularly encouraged to apply. The applicant's program of research must be eligible for funding from the Canadian Institutes of Health Research. Appointment will begin on July 1, 2003 Both Health Psychology and Neurosciences are part of the university's strategic plan, and as such have received considerable university support. Given Carleton's location (Ottawa), these programs are also ideally suited to take advantage of opportunities that arise regarding collaborations with various federal government agencies (e.g., Health Canada, Department of Defense, Statistics Canada). Members of these groups are supported by grants from CIHR, NSERC or SSHRC, and contribute to the research support of graduate students and postdoctoral fellows The Health Psychology and Neurosciences groups have also formed collaborative ventures involving topics of mutual interest. These include mechanisms associated with dementia; adverse effects related to caregiving; genetic and experiential factors related to epilepsy; stress and depression; coping processes and the development of pathology; factors related to major trauma and PTSD; health care-seeking behaviors; long term impact of marijuana use; anxiety disorders and underlying processes, behavioral and neuroendocrine consequences related to stigma; and the pathological consequences related to allostatic overload These collaborative research projects often involve behavioral, neurochemical, neuroendocrine and molecular biological assay procedures that are conducted with state of the art equipment. Applicants should have a well defined research program of their own, and are invited to engage in the ongoing, dynamic research collaborations among other members of the department. The appointment will be made at the Assistant or Associate Professor level commensurate with experience. Applicants must have already obtained their PhD, and demonstrate a strong research record and ability to attract excellent students and postdoctoral fellows Applications, including a statement of the candidate's research plans, should be forwarded to Dr. Aviva Freedman, Dean of the Faculty of Arts and Social Sciences. Applicants should ask three referees to send letters of reference directly to the Dean. All qualified candidates are encouraged to apply. The applications of Canadian and Permanent Residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. The deadline for applications is January 1, 2003. However, consideration of applications will continue until the position is filled

ASTRONOMY

THE UNIVERSITY OF TORONTO — The Department of Astronomy and Astrophysics (www.astro.utoronto.ca) seeks candidates for a tenure-stream faculty appointment at the level of Assistant Professor to begin 1 July 2003. This is the next in a series of planned appointments in which we are seeking candidates with outstanding research records who will augment the present research strengths — including theoretical, observational, instrumental, and experimental areas — and who have a demonstrated capacity for excellence in teaching The Department enjoys access to the Magellan and Gbpont Telescopes, hosts the Canadian scientific centre for the Canada-France-Hawaii Legacy Survey, is active in the BLAST and BOOMERANG experiments and the Planck mission as well as planning for NGST with the Canadian Space Agency (www.space.gc.ca), operates the David Dunlap Observatory, and is developing plans for a share of a large optical telescope The Department has strong ties with the Canadian Institute for Theoretical Astrophysics (www.cita.utoronto.ca) hosted by the University of Toronto. The successful candidate may also participate in the Cosmology and Gravity Program of the Canadian Institute for Advanced Research (www.ciar.ca) If he or she meets the criteria of this Program. The University of Toronto (www.utoronto.ca) offers the opportunity to teach, conduct research, and live in one of the most diverse cities in the world, and is strongly committed to diversity within its community All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University especially welcomes applications from visible minority group members, women, aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. Applicants should submit their curriculum vitae plus a statement of current research interests with future plans, and have at least three referees send letters, by 6 December 2002 to: P. G. Martin, Chair, Department of Astronomy and Astrophysics, Room 1403, 60 St George Street, Toronto, Ontario, M5S 3H8, Canada. Inquiries can be made via e-mail to chair@astro.utoronto.ca

BIOCHEMISTRY

THE UNIVERSITY OF SASKATCHEWAN — Postdoctoral Fellow/Research Associate positions are available immediately to study in the area of lipid modification and calmodulin regulated systems. Applicants should have a PhD in area of Biochemistry or Molecular Biology as well as experience in protein purification, characterization, cloning and expression required. Knowledge and experience in the area of protein myristoylation, calmodulin, protein kinases and phosphodiesterase preferred. Apply with updated curriculum vitae with three letters of recommendation to: Dr. R.K. Sharma, Department of Pathology, University of Saskatchewan, Saskatoon Cancer Centre, 20 Campus Drive, Saskatoon, Saskatchewan, S7N 4H4, Fax (306) 655-2635

BIOLOGICAL SCIENCES

THE UNIVERSITY OF WINDSOR invites applications for faculty position in the area of Molecular Biology commencing July 1, 2003 Subject to Budgetary Approval For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions Contact: Dr. David Cotter, Head, Biological Sciences, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253.3000, Ext. 2697, Fax: 519.971.3609; Email: cotter1@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Dratnal, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

BIOLOGIE

L'UNIVERSITÉ DE MONCTON — Le Département de biologie de l'Université de Moncton, Moncton, NB, sollicite des candidatures pour combler un poste régulier, menant à la permanence, en microbiologie physiologie végétale (sous réserve d'approbation budgétaire). La préférence sera accordée à la personne détenant un doctorat en microbiologie et/ou physiologie végétale, une expérience postdoctorale est souhaitable, une experience additionnelle en biostatistique serait un atout. La personne retenue devra démontrer la capacite de développer un programme de recherche, financé par des sources externes, en microbiologie et/ou biotechnologie microbienne et/ou en physiologie végétale et/ou en phytopathologie Elle ou il devra enregigner des cours du premier cycle, dont entre autres, microbiologie, physiologie vegetale et genetique, de même que des cours du deuxième cycle dans son domaine de spécialisation, en plus d'assurer l'encadrement d'etudiantes et d'étudiants des premier et deuxième cycles La maitrise de la langue française, tant à l'oral qu'à l'écrit, est essentielle. Les personnes intéressées par ce poste doivent faire parvenir, avant le 13 décembre 2002, un Curriculum vitae détaillé et accompagne d'un court texte donnant leurs intérêts en enseignement et en recherche, d'une copie des trois plus récentes publications et des coordonnées de trois répondantes ou répondants à Dr Charles Bourque, doyen, Faculté des sciences, Université de Moncton, Moncton, NB E1A 3E9, Courriel bourquch@umoncton.ca, Tel : 506-858-4301, Fax 506-858-4541 La date d'entree en fonction est le 1er juillet 2003 L'université de Moncton souscrit a l'équité en matiere d'emploi et encourage les candidatures de toute personne qualifiée, femme ou homme, y compris les autochtones, les personnes handicapées et les membres des minorités visibles Conformément aux exigences relatives a l'immigration au Canada, ce concours s'adresse aux citoyennes et citoyens canadiens ainsi qu'aux personnes ayant obtenu le droit d'établissement au Canada Le traitement annuel est accordé selon la formation et l'experience Les critères servant a definir le rang professoral et l'etape de carriere sont etablis dans la convenuon collective

DEAN, FACULTY OF HUMANITIES

McMaster University

McMaster University

The Faculty of Humanities comprises seven core academic units, with 125 full-time faculty members in a School of the Arts (Art, Art History, Theatre and Film, Multimedia and Music), Departments of Classics, English, French, History, Modern Languages and Linguistics, and Philosophy and Programmes in Communication Studies and Interdisciplinary Studies (Comparative Literature, Peace Studies, and Women's Studies). Please consult www.humanities.mcmaster.ca.

The Dean will provide strong academic and administrative leadership, with particular focus on fostering scholarship, creating linkages across areas of study, promoting inclusive interdisciplinary instruction and collegiality, and enhancing the Faculty's profile inside and outside the University.

The ideal candidate will bring a strong record of scholarship, have experience in university leadership and be pre-disposed to communication, collaboration and constructive advocacy.

All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities and persons with disabilities.

Should you want to learn more about this unique leadership opportunity,
call Libby Dybikowski or Bonnie Milne at (604) 913-7768 or forward your CV,
a letter of introduction and the names of three referees in confidence to
Provence Consulting, Suite 202 – 1555 Marine Drive, West Vancouver, BC V7V 1H9
Fax: (604) 913-8356, e-mail search@provenceconsulting.com
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We will communicate with all who express interest.

Provence consulting inc.

Memorial University of Newfoundland

TENURE TRACK POSITION
Petroleum Geology

The Department of Earth Sciences at Memorial University of Newfoundland invites applications for a tenure track faculty position in petroleum geology. The successful candidate will undertake graduate and undergraduate teaching and research in the field of petroleum geology with emphasis on one or more of: sedimentology; stratigraphy; reservoir geology; and hydrocarbon exploration. Applicants will normally hold a PhD in sedimentology, stratigraphy, petroleum geology or a closely related field, and have a demonstrated record of research and publication in the field of petroleum geology. A proven record of effective research work involvement with the petroleum industry would be a significant asset.

The successful candidate will join an active department of 25 faculty members with a wide range of interests relevant to petroleum geology, as well as close collaborative ties with industry and geological surveys, locally, nationally and worldwide. The department has a number of faculty members with a well established basic and applied research track record in various aspects of petroleum geology that are supported by extensive laboratory and computing facilities. Memorial University has recently committed to a new Oil and Gas Development Partnership with major new initiatives embracing broad aspects of the petroleum sector. Further information is available at http://www.mun.ca/OGDP/OGDPreport.

Applications, accompanied by a curriculum vitae, and the names of at least three referees, should be sent to **Chair, Petroleum Geology Search Committee, Department of Earth Sciences, Memorial University of Newfoundland, St. John's, Newfoundland, Canada A1B 3X5** Processing of applications will commence February 3rd, 2003, and continue until the position has been filled. Additional information is available at http://www.esd.mun.ca or by contacting Dr. Jim Wright, Head of Earth Sciences at jim.wright@mun.ca or by phone at (709) 737-2334.

Memorial University is part of a vibrant, local scientific and engineering community, which maintains an inventory of available positions that qualified partners can apply for on a competitive basis. Partners of candidates for this position are invited to include their CV for possible matching with other job opportunities.

In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

Université d' University of Ottawa

TENURE-TRACK FACULTY POSITIONS DEPARTMENT OF BIOCHEMISTRY, MICROBIOLOGY & IMMUNOLOGY

The Department of Biochemistry, Microbiology and Immunology invites applications for two to three tenure-track faculty positions. The successful applicants will have the opportunity to collaborate with the current faculty and strengthen work within the areas of infectious disease, structural biology, control of gene expression and signalling mechanisms, and integrated metabolic processes. Applicants at the Assistant Professor level are expected to demonstrate the potential to establish an independent, externally funded research program, while applicants at senior levels should have at least one established, externally funded research program. The successful applicants are expected to interact in interdisciplinary research with other faculty, direct graduate student research, and instruct undergraduate and graduate courses in Biochemistry, and/or Microbiology and Immunology. Ability to teach in both English and French is an asset. Review of applications will commence immediately and the appointment will start as soon as possible in 2003.

Applications including a CV, a statement of research interests and plans, and the names of three references should be sent by e-mail to the department at dsheppar@uottawa.ca.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Equity is a University of Ottawa policy: women, aboriginal people, members of visible minorities and persons with disabilities are invited to apply. All candidates will be considered for Canada Research Chair appointments. More information on the department can be obtained at www.uottawa.ca/academic/med/microbio/bmi.

POSTES CONDUISANT À LA PERMANENCE DÉPARTEMENT DE BIOCHIMIE, MICROBIOLOGIE ET IMMUNOLOGIE

Le Département de biochimie, microbiologie et immunologie est à la recherche de candidats et de candidates pour combler deux ou trois postes de professeurs conduisant à la permanence. Les candidats choisis ou les candidates choisies auront l'occasion de collaborer avec les professeurs actuels et participeront aux travaux en cours dans les domaines des maladies infectieuses, de la biologie structurale, des mécanismes de régulation de l'expression génique et de transmission des signaux ainsi que des processus métaboliques intégrés. Les candidats et les candidates au niveau de professeur adjoint devront démontrer qu'ils ou qu'elles ont les compétences nécessaires pour mettre sur pied un programme de recherche indépendant et financé de l'extérieur; les candidats ou les candidates aux niveaux supérieurs doivent avoir au mois un programme de recherche établi et financé de l'extérieur.

Les candidats choisis ou les candidates choisies devront interagir avec d'autres professeurs aux fins de recherches interdisciplinaires, diriger des recherches menées par des etudiants diplômés et donner des cours de biochimie et jouj de microbiologie et d'immunologie aux étudiants diplômés et non diplômés. L'aptitude à enseigner en anglais et en français constitue un atout. L'examen des candidatures commencera immédiatement et la nomination prendra effet aussitôt que possible en 2003.

Les candidats et candidates sont prie(e)s d'envoyer au département leur curriculum vitae, une liste de trois reférences et un sommaire de leurs plans et intérêts de recherche par courrier électronique à l'adresse suivante: dsheppar@uottawa.ca.

Toutes les personnes qualifiées sont invitées à postuler; cependant la priorité sera accordée aux citoyens canadiens et aux résidents permanents. L'Université d'Ottawa pratique l'équite en matière d'emploi et invite les femmes, les membres des minorités visibles, les Autochtones et les personnes handicapées à postuler. Tous les candidats et toutes les candidates seront pris(es) en compte pour les nominations aux chaires de recherche du Canada. On trouvera plus de renseignements sur le département à l'adresse suivante: www.uottawa.ca/academic/med/microbio/bmi.

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BIOLOGY

McMASTER UNIVERSITY — A research-intensive institution and leading centre for biological and biomedical research invites applications for a tenure-track position at the Assistant Professor level in the Department of Biology, effective July 1st, 2003. In exceptional cases, appointment may be made at the Associate Professor level or at an alternate date. Candidates must hold a PhD in Physiology or a related field, possess at least one year of postdoctoral experience, and have a productive research record in an area of Environmental Physiology of Whole Organisms. Applications from scientists who integrate Behavioral, Endocrinological, Biochemical, Toxicological, and/or Genomic Approaches into their physiological research are particularly welcome. We are interested in applicants who will interact with the strong groups in Ecology, Physiology, Genetics, and Developmental Biology at McMaster, and utilize the resources of our new Center for Environmental Genomics. Applicants will be expected to teach in two or more of the general areas of animal physiology, anatomy, histology or environmental biology, and interact with those faculty with interests in Biodiversity. The successful applicant will be expected to establish and maintain an independent and externally funded research program, and to contribute to the education of both undergraduate and graduate students. Applicants should submit a curriculum vitae, a statement of their research goals, a statement of their teaching interests and experience, and three of their most important publications. Applicants should arrange for three letters of recommendation to be sent to Dr. M.J. O'Donnell, Chair of the Environmental Animal Physiology Search Committee, Department of Biology, McMaster University, 1280 Main Street West, Hamilton, Ontario L8S 4K1, Canada. The closing date for applications is January 1, 2003 or until the position is filled. (see http://www.science.mcmaster.ca/Biology/Dept.html). All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be considered first for this position. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications for all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

YORK UNIVERSITY — A tenure-track position in population genetics, broadly defined, is available July 1, 2003. Candidates should have an excellent research record and a keen interest in both undergraduate and graduate teaching. Preference will be given to candidates carrying out both theoretical and empirical work. The department has excellent research facilities (including the molecular core facility) and strengths in ecology; evolution; genetics; immunology; cell, molecular and structural biology; and physiology. New undergraduate streams in conservation biology and biotechnology have recently been initiated. Please mail curriculum vitae, single copies of three publications, an outline of future research plans, a statement of teaching interests, and the names of three referees and arrange to have them send reference letters by Jan. 6, 2003, to: Dr. J. Shore, Department of Biology, York University, 4700 Keele Street, Toronto, Ontario, M3J 1P3 Canada, Fax: 416-736-5698. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Biology Department welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at http://www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the Affirmative Action Office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

CARLETON UNIVERSITY — Applications are invited for three positions at the Assistant Professor level in the Department of Biology at Carleton University, to commence July 1, 2003. One position is in the field of Physiology, specializing in animal, plant, or cell physiology. A second position is in the field of Microbiology. A third position will be a joint appointment with the Institute of Biochemistry in any area of biochemistry or biotechnology. The successful candidates for all three positions will possess a PhD degree and demonstrated ability in the appropriate sub-discipline and will be expected to develop a strong, externally funded research program, supervise research students, and develop and teach undergraduate and graduate courses. The Department of Biology has recently moved into new buildings and modern research and teaching facilities. Excellent opportunities exist in the Ottawa region for collaborative work with government laboratories in agriculture, health, environment, wildlife biology, and biotechnology, among others. In addition, the Department has close links in teaching and research through a joint graduate program with the Department of Biology, University of Ottawa. All qualified candidates are encouraged to apply. The applications of Canadians and Permanent Residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. These positions are subject to final budgetary approval. Applicants for these positions should send a curriculum vitae, a statement of research and teaching interests, and the names of three referees to: Marilyn Stock, College of Natural Sciences, Carleton University, 1125 Colonel By Drive, Ottawa, Canada, K1S 5B6 (or e-mail: marilyn_stock@carleton.ca). For further details see: http://www.carleton.ca/acadpositions/. The application deadline is December 15, 2002.

UNIVERSITY OF TORONTO AT SCARBOROUGH — The Division of Life Sciences invites applications for a Canada Research Chair, Tier II in Neurophysiology/Neuroanatomy. We are seeking applicants at the ranks of either senior level Assistant Professor or junior Associate Professor who have demonstrated excellence in research and teaching. The successful candidate will be expected to contribute a strong research program to the neuroscience group within the Division and take an active role in both graduate and undergraduate teaching. The successful applicant will join a research cluster of two existing CRCs in neurobiology and a team of other neuroscientists working within a newly established Centre for the Neurobiology of Stress http://www.utsc.utoronto.ca/~cnstress/ funded through the Canada Foundation for Innovation. Expertise in various types of microscopy would be an asset but is not essential. For further information on the research and teaching strengths of our Division, please consult the divisional website http://www.utsc.utoronto.ca/~lifesci. Interested applicants should submit a complete curriculum vitae (that should include individual statements of research and teaching interests) and a copy of recent reprints, and arrange to have three letters of recommendation (including comments on teaching ability, publications and research activity) sent from the referees. All materials should be addressed to: Professor John H. Youson, Chair, Division of Life Sciences, University of Toronto at Scarborough, 1265 Military Trail, Scarborough, Ontario, Canada, M1C 1A4. Closing date for applications is January 31, 2003. Salary will be commensurate with qualifications. The position will be effective July 1, 2003. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

BLACK CANADIAN STUDIES

DALHOUSIE UNIVERSITY — The Maritime School of Social Work invites applications for the James R. Johnston Chair in Black Canadian Studies. This Endowed Chair was established by Dalhousie University to contribute to the field of Black Canadian Studies, to advance Black studies in the university and through the holder of the endowed chair to establish better links with the broader community, especially the African Canadian community. The Endowed Chair is a tenured, senior academic position. This is Dalhousie's second appointment to the James R. Johnston Chair in Black Canadian Studies, and the incumbent is being recruited to the School of Social Work, in the Faculty of Health Professions. The Maritime School of Social Work offers both BSW and MSW programs, which incorporate an analysis of systemic inequalities pertaining to social factors such as class, gender, sexual orientation, race and disability; root social policy and social work practice in a knowledge of political economy; and seek to develop practitioners who are effective in personal and community change. Both degree programs are offered on campus in Halifax, and by distance education to students across Canada. The successful candidate for the Chair will be an outstanding African scholar with a doctoral degree in social work or a related discipline. We are seeking a candidate with previous teaching experience, and a clear track record of nationally and internationally recognized research in their field, with a focus on African Canadian studies, and research in the African Diaspora. The candidate will have demonstrated abilities in collaborative research with African Canadian communities, and expertise in both qualitative and quantitative methodologies, with proven leadership and team building skills. The candidate will also have established links with the local and/or national African Canadian communities. The appointment is effective July 1, 2003, or until the position is filled. Consideration of applications and nominations will close on January 10th, 2003, or until position is filled. Please send a curriculum vitae and the names of three references to: Dr. Wanda Thomas Bernard, Chair of the Johnston Chair Search Committee, Maritime School of Social Work, Dalhousie University, Halifax NS B3H 3J5, Telephone (902) 494-1190, Facsimile (902) 494-6709. In keeping with Dalhousie University's Affirmative Action Policy, this position is restricted to candidates with an African (Black) heritage. Canadians and permanent residents will be given priority.

BUSINESS

THE UNIVERSITY OF WINDSOR invites applications for faculty positions in the Odette School of Business in the areas of Marketing, Management Science, Business Strategy, Management and Labour Studies and Accounting commencing July 1, 2003. Subject to Budgetary Approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Roger Hussey, Dean, Odette School of Business, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519 253.3000, Ext. 3091; Fax: 519.973.7073; Email: jdeslip@uwindsor.ca For information on the University of Windsor or the City of Windsor, contact Dr Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca

MEMORIAL UNIVERSITY OF NEWFOUNDLAND — Faculty of Business Administration (AACSB International Accredited). Applications are invited for tenure-track faculty positions commencing July 2003 in the following areas: accounting, business law, organizational/international strategy, finance, industrial relations, management information systems, marketing, organizational behavior/human resource management, and production/operations management. Rank and salary will be commensurate with qualifications and experience. The successful applicants will be expected to teach undergraduate and graduate courses, and conduct research in the related area. Applicants should have a PhD, or be near completion, and have a demonstrated commitment to teaching and research in a university environment. Approximately 1,000 students are registered in the undergraduate programs of the Faculty, while the MBA program has approximately 200 students, mostly part-time. (For more information, visit our web site at www.mun.ca.) Applicants are encouraged to email a copy of their curriculum vitae and the names of three referees to ggorman@mun.ca and to send a hard copy to: Dr. Gary Gorman, Dean, Faculty of Business Administration, Memorial University of Newfoundland, St. John's, NF A1B 3X5, Canada. Filling these positions is dependent on funding. Applications will be reviewed commencing November 1st; however, applications will be accepted and considered until the positions are filled. For further information telephone (709) 737-8851 or fax (709) 737-2467 or e-mail ggorman@mun.ca. Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. The Faculty of Business Administration, through the Centre for International Business Studies (CIBS), has an active international exchange program with eleven universities in Europe and one in Mexico. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

THE UNIVERSITY OF NEW BRUNSWICK, SAINT JOHN (UNBSJ) — The Faculty of Business invites applications for tenured/tenure-track positions in Electronic Commerce, MIS/ Quantitative Analysis and Marketing. All positions include graduate and undergraduate teaching. There are also overseas opportunities available to faculty members at UNB Saint John. More information about us can be found at http://business.unbsj.ca. The UNBSJ Faculty of Business has an outstanding reputation for its innovativeness, global perspective, and leading efforts in E-Business & Commerce. First in Canada with E-Commerce degrees at the undergraduate and MBA levels, the faculty was recently recognized as #1 in E-Business by Canadian Business Magazine's Ranking of Canadian MBA programs. The faculty also hosts one of the first Electronic Commerce Research Centres (ECC) in North America. The ECC is a unique partnership between private and public sector organizations and the University. Founding partners of the Centre include such notables as Nortel, NBTel, Scotiabank, DMR, SUN Microsystems and the Province of New Brunswick. Recently the National Research Council of Canada has begun to establish a research presence at the Centre with a focus on e-Health Research. The Centre and its partners provide opportunities for innovative, E-B&C related research across a variety of disciplines. Further information can be found by reviewing the ECC's website at http://www.ec-centre.com. Highly desirable for non-entry level applicants is a high level of classroom effectiveness and demonstrated record of publications in peer-reviewed journals, while entry-level applicants should have an earned doctorate (or ABD near completion), a commitment to effective teaching and the potential for quality research. Candidates with lesser qualifications may be considered for term appointments. All positions are subject to budgetary approval. Rank and salary will be commensurate with qualifications and experience. Please send a letter of application, CV, evidence of teaching proficiency (where relevant) and the contact details of three referees to: Dean, Faculty of Business, PO Box 5050, 217 Oland Hall, 1 Tucker Park Road, Saint John, NB, Canada, E2L 4L5, or e-mail to: mcelman@unbsj.ca.

McGill

Assistant or Junior Associate Professor in Behavioral Neuroscience
Department of Psychology

The Department of Psychology of McGill University seeks applicants for a tenure-track position at the Assistant or junior Associate Professor level in Behavioral Neuroscience.

Our current strengths within this broad domain are in the areas of vision, learning and memory, the psychopharmacology of reward and reinforcement, and the biological basis of pain. Applications in any area of Behavioral Neuroscience are welcome, but candidates with an interest in electrophysiological approaches are particularly encouraged to apply.

The Department has excellent facilities for interdisciplinary research through its links with related academic departments and research units in the McGill University Health Centre including the Montreal Neurological Institute.

Review of applications will begin January 15, 2003. Applicants should present evidence of the ability to establish a record of significant, externally funded research productivity. All applicants are expected to have an aptitude for undergraduate and graduate teaching. Applicants should arrange for three confidential letters of recommendation to be sent to the address below. A curriculum vitae, description of current and proposed areas of research, selected reprints of published or in press research articles, a description of areas of teaching competency, interest, and approaches, and other relevant material, should also be sent to:

Chair
Behavioral Neuroscience Search Committee
Department of Psychology
McGill University
1205 Dr. Penfield Avenue
Montreal, Quebec, Canada H3A 1B1

All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. McGill University is committed to equity in employment.

www.mcgill.ca

Comptant 10 facultés et accueillant 26 000 étudiant(e)s, l'Université d'Ottawa est la plus importante université bilingue d'Amérique du Nord. En matière d'emploi, l'Université est réputée pour son approche axée sur l'esprit d'équipe ainsi que sur l'accueil et l'intégration des personnes.

With 10 faculties and 26,000 students, the University of Ottawa is North America's premier bilingual university. In terms of employment, the University is recognized for its team spirit and approach to welcoming and integrating people.

Professeures ou professeurs

La Faculté d'éducation de l'Université d'Ottawa est à la recherche de candidates et de candidats intéressé(e)s à l'enseignement dans les domaines suivants :

Postes francophones
- Counselling
- Didactique du français langue première (Deux postes)
- Administration de l'éducation
- Enseignement et apprentissage

Postes anglophones
- *Language Arts / Literacy (English Studies)*
- *Educational Evaluation and Quantitative Research Methods*
- *Teaching and Learning : Inclusive Education and Exceptionalities*
- *Science Education*

Exigences :
- Ph.D. en éducation ou dans un domaine connexe
- Spécialisation et dossier actif de recherche dans le domaine
- Expérience en enseignement à l'élémentaire ou au secondaire, un atout
- Connaissance passive de l'anglais comme condition de permanence
- Connaissance des nouvelles technologies de l'information

Les candidates ou les candidats vont devoir enseigner aux programmes de premier, de deuxième et de troisième cycles, faire de la recherche dans leur domaine d'expertise, superviser des thèses de M.A. et de Ph.D. et des stages au niveau du B.Ed. et participer aux activités universitaires.

La date d'entrée en fonction est le 1er juillet 2003.

L'étude des dossiers commencera le 15 décembre 2002 et continuera jusqu'à ce que les postes soient comblés.

Veuillez faire parvenir votre demande d'emploi, votre curriculum vitæ ainsi que le nom de trois répondant(e)s à l'adresse suivante :

Renée Forgette-Giroux, Vice-doyenne (Programmes)
Faculté d'éducation, Université d'Ottawa
145, rue Jean-Jacques-Lussier (316 C)
C.P. 450, succursale A
Ottawa (Ontario) K1N 6N5
Courriel : vdprog@uottawa.ca

Toutes les personnes qualifiées sont encouragées à poser leur candidature. Toutefois, cette offre s'adresse de préférence aux citoyens canadiens et aux résidents permanents.

L'Université d'Ottawa a une politique d'équité en matière d'emploi. Ces postes seront comblés sous réserve des disponibilités budgétaires. Seules les personnes invitées pour une entrevue recevront un accusé de réception.

Professors

The Faculty of Education of the University of Ottawa is seeking candidates who are interested in teaching in the following fields:

French Positions
- *Counselling*
- *Didactique du français langue première* (two positions)
- *Administration de l'éducation*
- *Enseignement et apprentissage*

English Positions
- Language Arts / Literacy (English Studies)
- Educational Evaluation and Quantitative Research Methods
- Teaching and Learning: Inclusive Education and Exceptionalities
- Science Education

Qualifications:
- PhD in Education or a related field
- Specialization and active record of research in the field
- Experience in teaching at the elementary and secondary levels considered an asset
- Passive knowledge of French as a condition of tenure
- Knowledge of new information technology

The candidate will be expected to teach at the undergraduate and graduate levels, maintain research in the area of expertise, supervise MA and PhD theses and practica at the BEd level, as well as participate in University activities.

The starting date is July 1, 2003.

The examination of applications will begin on December 15, 2002, and will continue until the positions have been filled.

Please forward your request, your résumé and the names of three references to the following address:

Renée Forgette-Giroux, Vice-Dean (Programs)
Faculty of Education, University of Ottawa
145 Jean-Jacques Lussier Street (316 C)
P.O. Box 450, Station A
Ottawa, Ontario K1N 6N5
Email: vdprog@uottawa.ca

All qualified candidates are encouraged to apply. However, preference will be given to Canadian citizens and permanent residents.

The University of Ottawa subscribes to an employment equity policy. These positions will be filled subject to budget availability. Only candidates selected for an interview will be contacted.

Université d' University of Ottawa

www.uottawa.ca

THE UNIVERSITY OF WESTERN ONTARIO — The Richard Ivey School of Business is recognized world wide for the quality of its management education. The School's major programs include a highly regarded MBA program; a very selective undergraduate program; a well-established doctoral program, as well as an expanding portfolio of programs for executives including a traditional Executive MBA. The School maintains an international orientation for research, curricula, faculty recruiting and student exchanges. High quality scholarly research as well as research dealing with issues of interest to practicing managers is actively encouraged and generously supported. Excellence in teaching is also highly valued. The faculty is collegial and engages in interdisciplinary and collaborative research. The Ivey School is also embarking on a substantial program of teaching and research activities in Asia. The School's principal location is London, Canada, a community of 340,000 equidistant from Toronto and Detroit. The Canadian Executive MBA facilities are situated in Mississauga, just outside of Toronto. Road, air and train links to major Canadian and U.S. cities are excellent. The School is part of a larger University community with approximately 26,000 full-time students. The School seeks candidates for at least one probationary (tenure-track), tenured appointment or limited term position in the areas of Entrepreneurship, Finance, General Management/Strategy, Information Systems, Management Communications, Management Science, Managerial Accounting and Control, Marketing, Organizational Behaviour, Global Environment of Business, Operations and Pre-Business available beginning July 2003. Candidates for a tenure-track position must have a PhD or equivalent or be close to completion. Candidates for a tenured appointment must have a PhD. Candidates for a limited term appointment must have a PhD in order to receive an Assistant Professor ranking. Although we are open in terms of research and teaching interests, a strong commitment to the practise of management is required. Familiarity with the case method of teaching is also required. New initiatives in the Asia-Pacific region make the School particularly interested in recruiting faculty with interests in this area and appropriate language skills. This position is subject to budget approval. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. The Richard Ivey School of Business and The University of Western Ontario are committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Applicants should send their Curriculum Vitae to the Associate Dean, Faculty Development, Richard Ivey School of Business, The University of Western Ontario, London, Ontario, Canada N6A 3K7 by February 28, 2003. Website: www.ivey.uwo.ca

THE UNIVERSITY OF ALBERTA School of Business invites applications for a soft-funded, full-time, tenure-track position at the assistant professor level in the Department of Strategic Management and Organization. The School of Business provides the first two years of funding. Continuation of the position thereafter is contingent on external funding. The position is 75% in the area of health organization studies and 25% in the area of family business. Applicants are expected to teach in both areas. A PhD is required. Salary is competitive with business school's in Canada. Successful applicants will possess doctoral level training in organization theory. They will also have an aptitude for or experience in developing effective research partnerships with health care decision makers, government policy advisors, and family businesses. Preference will be given to applicants who have a strong knowledge of the Canadian system of health care, including some prior work experience in health care, and/or research on the organization and management of health care systems. Candidates should also have experience or an interest in empirical research into family businesses. Appointment is effective July 1, 2003. Deadline for applications is January 15, 2003. Send resume to: Dr. Yoni Reshef, Chair, Department of Strategic Management and Organization, University of Alberta, Edmonton, Alberta, Canada T6G 2R6 or by fax to (780) 492-7971 or by email with an attachment to smorg@ualberta.ca. The Department Homepage and information about Edmonton and the University of Alberta is located at http://www.bus.ualberta.ca/smorg/. Information about Health Organization Studies is located at http://www.bus.ualberta.ca/centres/hos and Family Business at http://www.bus.ualberta.ca/cefe/. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

BROCK UNIVERSITY — The Faculty of Business invites applications for probationary/tenure track appointments in Department of Accounting and Finance and the Department of Management, Marketing & Human Resource Management in the following areas: Accounting, Finance, entrepreneurship, Human Resource Management, International Business, Management Information Systems, Marketing, and Strategy. Please see our full ad in this issue or visit us on the Web at http://www.brocku.ca/hr/careers

BUSINESS ADMINISTRATION

ALGOMA UNIVERSITY COLLEGE — The Department of Business Administration invites applications for a tenure track appointment at the Assistant/Associate Professor level, commencing either January 1, 2003 or July 1, 2003. The position requires the ability to teach in the areas of marketing, with a preference in marketing research and quantitative methods, as well as in general management. Excellence in undergraduate teaching and course development is highly valued. Preference will be given to candidates with PhD or near completion and with demonstrated high quality teaching experience. Salary will be commensurate with experience and qualifications. Applications, including a Curriculum Vitae, a statement of personal interests and career goals, and the names of three referees, should be sent to: Dr. Arthur Perlini, Academic Dean, Algoma University College, 1520 Queen Street East, Sault Ste. Marie, ON, P6A 2G4. Algoma University College offers over 25 undergraduate degree programmes in a small personal environment where students can maximize their university experience (for more information visit our website at www.auc.ca). Sault Ste. Marie, Ontario, with a population of approximately 80,000, offers the amenities of a large urban center — theatre, music, restaurants, galleries, recreation and professional services — in combination with the friendliness, safety and clean environment of a smaller center. Situated in the heart of the Great Lakes, the city is surrounded by lakes, rivers and forests and provides easy access for those interested in boating, hiking, camping and eco-tour experiences in accordance with Canadian employment and immigration regulations, this advertisement is directed first to Canadian citizens and permanent residents. Algoma University College welcomes applications from all qualified individuals, including women, members of visible minorities, aboriginal persons, and persons with disabilities. Applications will be considered until this position is filled.

BUSINESS COMPUTING

THE UNIVERSITY OF WINNIPEG — The Department of Business Computing invites applications for a probationary tenure-track position at the rank of Assistant Professor. Applicants must have a PhD in Computer Science, Computer Engineering or MIS by the starting date of the appointment. We are particularly interested in the following areas: human-computer interaction, internet or systems programming, telecommunications. Our Applied Computer Science program is one of the fastest growing programs in the University and is housed in a state-of-the-art teaching facility. Subject to budgetary approval, this position will be effective from July 1, 2003. Salary levels will be commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities. The selection committee will begin reviewing applications on February 15, 2003 and continue until the position is filled. Interested candidates must send a curriculum vitae, including three letters of reference and copies of publications to: Dr. Sheela Ramanna, Chair, Department of Business Computing, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9, Canada, Fax: 204-774-8057, email: s.ramanna@uwinnipeg.ca

BUSINESS STRATEGY

THE UNIVERSITY OF WINDSOR invites applications for faculty positions in the Odette School of Business in the areas of Marketing, Management Science, Business Strategy, Management and Labour Studies and Accounting commencing July 1, 2003. Subject to Budgetary Approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Roger Hussey, Dean, Odette School of Business, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519 253 3000, Ext: 3091; Fax: 519. 973 7073; Email: jdeslip@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Orakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca

CANADIAN STUDIES

WILFRID LAURIER UNIVERSITY — The Canadian Studies Program invites applications for a tenure-track appointment, subject to budgetary approval, at the rank of Assistant Professor in Canadian Studies, effective 1 July 2003. Candidates must have a completed PhD and demonstrated expertise in teaching and research in Canadian Studies. The search is open to all areas of interdisciplinary expertise and background in Canadian Studies. The committee is particularly interested in candidates whose work lies at the intersection of Canadian and global issues and events in such research and teaching areas as policy, governance, institutions, culture and communication. The successful candidate will be expected to develop a promising research program in his/her area of specialization and to assume responsibility for senior undergraduate and graduate supervision. The successful candidate will be committed to working in an interdisciplinary context and will be responsible for teaching in the program's introductory and undergraduate courses. Candidates may learn more about the Canadian Studies Program at

Scientific Research & Training Positions in Canada

Current Opportunities For: MSc , MD, PhD, Post Doctoral, and Clinician Scientists.

TACTICS - CIHR strategic training program for cardiovascular research fellows. Information: www.cvtrainingtactics.ca

Neurobiology & Behaviour Research. Graduate & Post Doc Training Fellowships. Information: www.brainresearch.ca Vancouver, B.C.

Post-doc fellowships & Graduate studentships in Digestive/Hepatic Sciences. Queen's University, Kingston ON. Canada. Information: http://meds.queensu.ca/gidu/train.htm

Research Training in Cancer Molecular Pathology For Pathology Fellows and Pathologists. Information: www.molecularpathology.ca

Innovative Technologies in Multidisciplinary Health Research Training. Cancer & Genetics Fellowships for MSc, PhD, MD, Post-docs. 2003 - 2005. Information: www.itmhrt.ca

Training in Immunology, Immunopathogenesis & Inflammation at the University of Calgary. Fellowships for MSc, PhD, MD, Post-docs. Information: www.immunologytraining.ca

For details, please visit : www.canadianresearch.org

Comptant 10 facultes et accueillont 26 000 étudiant(e)s, l'Université d'Ottawa est la plus importante université bilingue d'Amerique du Nord. En matiere d'emploi, l'Universite est reputée pour son approche axée sur l'esprit d'équipe ainsi que sur l'accueil et l'integration des personnes.

La Faculté des sciences sociales de l'Université d'Ottawa sollicite des candidatures pour des postes de professeur(e) adjoint(e) menant à la permanence. La date d'entrée en fonction est le 1er juillet 2003.

Professeur(e) adjoint(e) – Développement international et mondialisation

(Un poste)

La personne choisie doit avoir une formation dans une des disciplines des sciences sociales ainsi qu'un intérêt pour l'enseignement et la recherche en développement international. Le poste relève d'une des unités de la Faculté des sciences sociales (Criminologie, Science économique, Science politique, Psychologie, Service social ou Sociologie). Une partie de vos activités en enseignement et en recherche se fera dans le cadre du programme de développement international et mondialisation de la Faculté des sciences sociales.

Professeur(e)s adjoint(e)s – Sciences sociales de la santé

(Trois postes)

Les personnes choisies doivent avoir une formation dans une des disciplines des sciences sociales ainsi qu'un intérêt pour l'enseignement et la recherche en sciences sociales de la santé. Les postes relèvent d'une des unités administratives de la Faculté des sciences sociales (Criminologie, Science économique, Science politique, Psychologie, Service social ou Sociologie). Une partie de vos activités en enseignement et en recherche se fera dans le cadre du programme des sciences sociales de la santé de la Faculté.

Professeur(e)s adjoint(e)s – Administration publique

(Deux postes)

Les personnes choisies doivent avoir une formation dans une des disciplines des sciences sociales ainsi qu'un intérêt pour l'enseignement et la recherche en administration publique (y inclus analyse des politiques publiques, intervention communautaire, économie publique). Les postes relèvent du programme en administration publique avec possibilité d'une nomination conjointe avec une des unités de la Faculté des sciences sociales (Criminologie, Science économique, Science politique, Psychologie, Service social ou Sociologie).

Pour tous ces postes, vous devez posséder un doctorat ou l'équivalent (ou être sur le point de l'obtenir). De l'expérience en enseignement constitue un atout. Enfin, vous devez fournir des preuves tangibles de votre intérêt pour la recherche dans le domaine pertinent et être capable d'enseigner en français et en anglais.

L'attribution des postes est soumise a une approbation budgétaire définitive.

Veuillez faire parvenir une lettre de candidature précisant les domaines de spécialisation, un curriculum vitæ, un exemplaire de vos principales publications et trois lettres de recommandation avant le 15 janvier 2003, en indiquant le titre du poste visé, à :

Caroline Andrew, doyenne
Université d'Ottawa, Faculté des sciences sociales
Ottawa (Ontario) K1N 6N5
Téléphone : (613) 562-5903
Télécopieur : (613) 562-5106
Courriel : candrew@uottawa.ca

L'Université a une politique d'équité en matière d'emploi. Les femmes et les membres des communautés minoritaires sont fortement encouragés à poser leur candidature. Conformément aux exigences d'Immigration Canada, cette annonce s'adresse aux citoyennes ou citoyens canadiens et aux résidentes ou résidents permanents du Canada.

With 10 faculties and 26,000 students, the University of Ottawa is North America's premier bilingual university. In terms of employment, the University is recognized for its team spirit and approach to welcoming and integrating people.

The Faculty of Social Sciences of the University of Ottawa is accepting applications for tenure-track positions at the rank of Assistant Professor. The starting date is July 1, 2003.

Assistant Professor – International Development and Globalization

(One position)

The selected candidate must have training in one of the social science disciplines and an interest in teaching and research in the area of international development. The appointment will be made in one of the academic units in the Faculty of Social Sciences (Criminology, Economics, Political Science, Psychology, Social Work or Sociology). Part of your teaching and research activities will be carried out in the International Development and Globalization Program of the Faculty of Social Sciences.

Assistant Professors – Social Sciences and Health

(Three positions)

The selected candidates must have training in one of the social science disciplines and an interest in teaching and research in social sciences and health. These appointments will be made in one of the academic units of the Faculty of Social Sciences (Criminology, Economics, Political Science, Psychology, Social Work or Sociology). Part of your teaching and research activities will be carried out in the Social Sciences and Health Program of the Faculty.

Assistant Professors – Public Administration

(Two positions)

The selected candidates must have training in one of the social science disciplines and an interest in teaching and research in the area of public administration, such as public policy analysis, community intervention and public economy. These appointments will be made in the Public Administration Program, with the possibility of joint appointment to one of the academic units of the Faculty of Social Sciences (Criminology, Economics, Political Science, Psychology, Social Work or Sociology).

For all of these positions, you must have a PhD or the equivalent (or be close to completing one). Teaching experience would be an asset. You will be asked to provide evidence of your research interests in the pertinent discipline, and must be able to teach in both French and English.

These positions are subject to budgetary approval.

Please forward your letter of presentation, indicating your area of expertise, a curriculum vitae, a copy of your principal publications and three letters of recommendation, before January 15, 2003, indicating the position of interest, to:

Caroline Andrew, Dean
University of Ottawa, Faculty of Social Sciences
Ottawa, Ontario K1N 6N5
Telephone: (613) 562-5903
Fax: (613) 562-5106
Email: candrew@uottawa.ca

The University of Ottawa subscribes to an employment equity policy. Women and members of visible minorities are strongly encouraged to apply. In accordance with Immigration Canada, preference will be given to Canadian citizens and permanent residents.

Université d' University of Ottawa
www.uottawa.ca

Wilfrid Laurier by visiting the university web site. Applicants are asked to submit a curriculum vitae, a covering letter outlining research interests, a short teaching dossier, a writing sample (max. 25 pages) and to arrange for three letters of reference to be sent to: Dr. Christl Verduyn, Director, Canadian Studies Program, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5 by January 31. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people

CHEMISTRY

McGILL UNIVERSITY — Applications are invited for a tenure track Assistant Professor position in Organic or Biological Chemistry. Applications from more senior candidates, particularly candidates meeting Canada Research Chair (Tier I or II) conditions, may be considered. Candidates should have a PhD degree with post-doctoral experience in Organic Chemistry, proven research ability and a strong commitment to teaching. The Department particularly seeks applications from candidates specializing in organic synthesis, bio-organic chemistry, drug design, or natural products chemistry. However, candidates with strong research records in other areas of Organic Chemistry are encouraged to apply. The successful candidate will be expected to teach undergraduate and graduate courses and to establish a vigorous research program. Review of applications will begin immediately, the expected starting date is July 1, 2003. Information about McGill University and the Department of Chemistry may be found on our Web-site at http://www.mcgill.ca/chemistry. Candidates should send (not by e-mail) a curriculum vitae, three research proposals, a statement of teaching experience and interests, and arrange to have at least three letters of recommendation sent, to: Organic/Biological Search Committee, Department of Chemistry, McGill University, 801 Sherbrooke St. West, Montreal, Quebec H3A 2K6, Canada. In accordance with the Canadian employment and immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada; however, applications from all outstanding candidates will be considered. McGill University is committed to equity in employment.

THE UNIVERSITY OF WINNIPEG — The Department of Chemistry invites applications for a tenure-track position in Organic Chemistry at the rank of Assistant Professor. The successful candidate should have a PhD in Chemistry and some postdoctoral research experience. The University is primarily an undergraduate institution and is committed to excellence in undergraduate teaching and research. The successful candidate will be expected to teach both senior and introductory courses and to develop a research program in organic chemistry. Applicants should submit a curriculum vitae, a detailed research plan, and have three letters of reference sent directly to: Dr. Desirée Vandervel, Chair, Department of Chemistry, University of Winnipeg, 515 Portage Avenue, Winnipeg, MB R3B 2E9 Fax: (204) 775-2114. Details about the department are available on the internet at http://www.uwinnipeg.ca/web/faculty/chemistry/. The appointment committee will begin consideration of applications on January 15, 2003, but will accept applications until the position is filled. Subject to budgetary approval, the position will be available July 1, 2003. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is initially directed to Canadian citizens and permanent residents.

UNIVERSITY OF TORONTO AT MISSISSAUGA — Applications are invited for a tenure-stream position at the rank of Assistant Professor in the Department of Chemistry, University of Toronto at Mississauga, beginning July 1, 2003. Applications are sought in the area of inorganic chemistry. The growth in Chemistry at UTM and the recent creation of a Centre for Applied Biosciences and Biotechnology (CABB) at UTM, provides a special opportunity for researchers working at the biological-chemical interface. Candidates must have a PhD in chemistry or related discipline, a strong academic background, and a record of excellence in research and evidence of a commitment to excellence in teaching. Candidates will be expected to develop a strong research program and to participate in the teaching of undergraduate and graduate courses. The salary will be commensurate with qualifications and experience. An attractive start-up package will be provided. Applicants should submit a curriculum vitae, a list of publications, a research plan, and a statement of teaching philosophy. Applicants should also ask three referees to send letters of recommendation under separate cover. All correspondence should be sent to: Prof. Peter M. Macdonald, Associate Chair, Department of Chemistry, University of Toronto at Mississauga, Mississauga, Ontario, Canada, L5L 1C6. The University of Toronto is fully committed to academic excellence and welcomes applications from all qualified individuals. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. The deadline for submission is 1 February 2003, although the search will remain open until a successful candidate is found.

COMMUNICATION STUDIES

THE UNIVERSITY OF WINDSOR invites applications for faculty positions in the Department of Communication Studies in the areas of Communication History or Communication Policy and Film/Video/New Media commencing July 1, 2003. Subject to budgetary approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Myles Ruggles, Head, Department of Communication Studies, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253.3000, Ext. 2896, Fax: 519.971.3642; Email: ruggles@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

WILFRID LAURIER UNIVERSITY — The Department of Communication Studies invites applications for two positions, at least one of which will be tenure-track, at the rank of Assistant Professor beginning July 1, 2003. Both positions are subject to budgetary approval. Duties will include undergraduate teaching and research. Applicants should have demonstrated a strong research commitment in one of the following areas: (a) Political Economy, Communication and Cultural Policy, (b) Communication, Identity and Diversity; and (c) Visual Communication and Culture. Laurier's department offers a thriving program that includes both Honours and General degrees. Applicants must have a completed PhD in Communication Studies or a cognate discipline, teaching experience and an established research record. Applicants should submit a curriculum vitae, copies of recent publications, evidence of excellence in teaching, and arrange for three letters of reference to be sent by January 10th, 2003 to: Chair, Department of Communication Studies, Wilfrid Laurier University, 75 University Avenue, West, Waterloo, Ontario N2L 3C5. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

WILFRID LAURIER UNIVERSITY invites applications for a tenure track appointment in Contemporary Studies and Communication Studies. Please consult our advertisement under "Interdisciplinary Studies."

COMMUNITY HEALTH SCIENCES

BROCK UNIVERSITY — The Department of Community Health Sciences invites applications for three probationary/tenure track appointments: Health Promotion; Cardiac Rehabilitation; and Population Epidemiology. Please see our full ad in this issue or visit us on the Web at http://www.brocku.ca/hlt/careers

COMPUTER SCIENCE

THE UNIVERSITY OF WESTERN ONTARIO — A top-tier research University in Canada, is actively expanding its activities in Computer Science. The Department has open probationary (tenure-track) positions and also has an open Tier 1 Canada Research Chair in Bioinformatics (for details see www.bioinformatics.uwo.ca) and an open Tier 2, Canada Research Chair in Computer Vision or Computer Algebra. Applications are invited for probationary (tenure-track) positions, and for the Canada Research Chairs. The department is particularly interested in candidates in bioinformatics, computer algebra, computer vision, databases, software engineering, and systems and networks, but the department will consider outstanding candidates in any area of Computer Science. The department currently comprises 32 faculty in teaching and research positions. Degrees at the BSc, MSc and PhD levels are offered in Computer Science, as well as degrees with specialization in Software Engineering. Research in the department spans topics in the fundamental areas of computer science, as well as emerging subjects such as molecular computing, bioinformatics, legal issues in computing, network quality of service, and web technologies (see www.csd.uwo.ca/research for more details). Links with the other departments in the Faculty of Science and with Faculties of Medicine & Dentistry, Law, Information and Media Studies, Ivey School of Business allow the department to offer its students unique courses and foster interdisciplinary research opportunities for faculty and graduate students. Major research projects are funded by international, federal, provincial and private sector sources. New faculty are invited to participate in existing research projects, and to initiate projects of their own. With a full-time enrollment of about 25,000, The University of Western Ontario graduates students from a full range of academic and professional programs. The university campus is located in London, a city of 340,000, located midway between Toronto and Detroit. With parks, tree-lined streets and bicycle trails, London is known as the "Forest City". An international airport, galleries, theatre, music and sporting events are to be found, as would be expected of a larger center (see www.city.london.on.ca). The closing dates for applications are the second Friday of each month until August 8, 2003. Candidates should have a PhD in Computer Science or Software Engineering and must show evidence of a strong research program and commitment to teaching. Priority will be given to candidates who build on existing strengths of the department, or who can establish leading projects in new areas. Successful candidates will teach in both the graduate and undergraduate programs of the department and pursue a strong, individually-defined research program. To apply, please send a CV, a statement of your teaching philosophy and three representative publications to: Prof. Michael A. Bauer, Chair, Department of Computer Science, MC35S, The University of Western Ontario, London Ontario, Canada N6A 5B7. Positions are subject to budget approval. All qualified candidates are encouraged to apply; however Canadian Citizens and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

THE UNIVERSITY OF WINDSOR invites applications for the position of SHARCNET Chair in Distributed High Performance and Grid Computing and for a tenure-track faculty position in the School of Computer Science commencing as early as January 1, 2003. Subject to budgetary approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Richard Frost, Director, School of Computer Science, University of Windsor, Windsor, ON, N9B 3P4; Tel. 519 253.3000, Ext. 2590, Fax: 519.973.7093, Email: gaalson@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

CARLETON UNIVERSITY — The School of Computer Science invites applications for a tenure-track assistant professor position. Of particular interest are candidates in the areas of applied cryptography, network security, and computer security to complement our recently awarded Canada Research Chair in Network and Software Security, whose research program includes authentication, software protection, and trustworthy systems. Rank and salary are commensurate with experience and qualifications. Succesful candidates are expected to pursue an active research program, teach graduate and undergraduate classes, and supervise graduate students. The School has 27 full-time faculty with research strengths including security and applied cryptography, software engineering, networks, object-oriented programming, high performance computing and computational geometry. The School offers undergraduate honours and graduate programs (Master's and PhD), with limited enrolment to maintain high quality. Prospective faculty will enjoy a dynamic research environment, encouraging collaboration with industry, and benefit from the location in Ottawa, Canada's beautiful capital city and center of advanced technology research and development. The deadline for applications is January 15, 2003, but applications will be considered until the position is filled. The start date is July 1, 2003. Send a CV and names of three referees to: Professor Frank Dehne, Director, School of Computer Science, Carleton University, 1125 Colonel By Drive, Ottawa, Canada K1S 5B6. Email: dehne@scs.carleton.ca, http://www.scs.carleton.ca/. All qualified candidates holding a PhD are encouraged to apply. Canadians and Permanent Residents will be given priority. Canadian or landed immigrant applicants close completing a PhD will be considered. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons. Persons from these groups are encouraged to apply. Positions are subject to final budgetary approval.

THE UNIVERSITY OF WATERLOO — The School of Computer Science invites applications for several two year definite term appointments at the rank of Lecturer. A candidate must possess a graduate degree in Computer Science, Computer Engineering or equivalent, and demonstrate an aptitude for teaching broadly in Computer Science. The preferred starting dates for this appointment are January 1, 2003 or May 1, 2003. Applications will be considered until the positions are filled. These positions will normally have a teaching load of six one term courses per year and some administrative and scholarly duties as determined by the Director of the School. Waterloo pioneered the co-operative education system in Canada, and now has the largest co-operative education program in North America. The School of Computer Science is well known for its high quality undergraduate programs. Interested candidates are invited to submit a detailed curriculum vitae, as well as the email addresses of three references, who are able to comment on the applicant's teaching ability. Teaching dossiers or other evidence of strong teaching experience are also welcome. The application should be directed to: Frank Tompa, Director, School of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1, cs-chair@cs.uwaterloo.ca. To expedite handling of applications, candidates should ask those named as references to direct supporting letters to the same address. All qualified canadidates are encouraged to apply, however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women and members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds.

Comptant 10 facultés et accueillant 26 000 étudiant(e)s, l'Université d'Ottawa est la plus importante université bilingue d'Amérique du Nord. En matière d'emploi, l'Université est réputée pour son approche axée sur l'esprit d'équipe ainsi que sur l'accueil et l'intégration des personnes.

Professeur(e) adjoint(e)

Le Département de science politique de l'Université d'Ottawa sollicite des candidatures pour un poste de professeur(e) adjoint(e) menant à la permanence, dont l'entrée en fonction est le 1er juillet 2003. Ce poste est conditionnel à l'approbation budgétaire finale.

Le Département souhaite recruter une personne dont les recherches se situent en relations internationales et en politique comparée avec une spécialisation régionale. La capacité d'enseigner un cours de base en méthodologie constitue un atout.

Vous devrez posséder, de préférence, un doctorat lors de votre entrée en fonction et devez être en mesure d'enseigner en français.

Les personnes intéressées à poser leur candidature doivent faire parvenir leur curriculum vitæ, une lettre décrivant leur expérience en enseignement et en recherche ainsi que trois lettres de recommandation, avant le 15 janvier 2003, à :

Paul-Normand Dussault, directeur
Département de science politique
Université d'Ottawa
75, avenue Laurier Est
C.P. 450, succ. A
Ottawa (Ontario) K1N 6N5

Conformément aux exigences prescrites en matière d'immigration au Canada, la priorité sera accordée aux citoyen(ne)s canadien(ne)s et aux resident(e)s. L'Université d'Ottawa applique le principe d'équité en matière d'emploi.

With 10 faculties and 26,000 students, the University of Ottawa is North America's premier bilingual university. In terms of employment, the University is recognized for its team spirit and approach to welcoming and integrating people.

Assistant Professor

The Department of Political Science of the University of Ottawa is accepting applications for a tenure-track position at the rank of Assistant Professor. The starting date is July 1, 2003. This position is subject to final budgetary approval.

The Department wishes to recruit a person whose research focuses on international relations and comparative politics with a regional specialization. The ability to teach an introductory course in methodology would be an asset.

You will preferably hold a PhD at the time of employment and you must be able to teach in French.

Interested candidates should forward their résumé, a letter describing their teaching and research experience, as well as three letters of reference, before January 15, 2003, to:

Paul-Normand Dussault, Director
Department of Political Science
University of Ottawa
75 Laurier Avenue East
P.O. Box 450, Station A
Ottawa, Ontario K1N 6N5

In accordance with Immigration Canada policies, priority will be given to Canadian citizens and permanent residents. The University of Ottawa subscribes to an employment equity policy.

Université d' / University of
Ottawa
www.uottawa.ca

UNIVERSITY OF MANITOBA

ASSISTANT PROFESSOR
NATURAL RESOURCES INSTITUTE

The Natural Resources Institute at the University of Manitoba invites applications for a tenure-track appointment at the rank of Assistant Professor. This position will support the Tier 1 Canada Research Chair in Community-Based Resource Management.

A PhD degree and proven expertise, including refereed publications, in the area of community-based resource management are required. The successful candidate will have expertise relevant to the key areas of the CRC research program: complex adaptive systems and resilience; social-ecological linkages; co-management; and science and local/traditional knowledge. Geographical and resource area specializations are flexible, but strong commitment to participatory research, team projects, and interdisciplinary education is required.

The main duties will be to participate in research projects carried out by the CRC; to develop additional projects consistent with the objectives of the CRC; to supervise graduate students; and to contribute to networking, nationally and internationally, with public sector agencies and community-based organizations. Teaching duties will include responsibility for graduate courses in the areas of social aspects of resource management, sustainable development, and common property resources.

The CRC in Community-Based Resource Management aims to develop a critical mass of researchers to strengthen the University's excellence in this area. The CRC research program focuses on participatory resource management, and investigates the ways in which societies use environmental knowledge and develop institutions dealing with sustainability, with emphasis on change, complexity and uncertainty.

The Natural Resources Institute (www.umanitoba.ca/institutes/natural_resources) has a distinguished record of graduate education since 1968. The NRI program leads to the degrees of Master of Natural Resources Management (MNRM) and PhD in Natural Resources and Environmental Management. The NRI is one of the four founding units of the new Faculty of Environment. The University of Manitoba, with a current enrolment of over 24,000 students, has a distinctive role in the Province as the largest and most comprehensive institution of higher learning.

The University of Manitoba welcomes diversity in the workplace, and encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Application materials, including letters of reference, will be handled in accordance with Manitoba's Freedom of Information and Protection of Privacy Act.

The appointment will take effect July 1, 2003, or when filled.

Applications, including curriculum vitae, statement of qualifications in research and teaching, and names of three referees should be sent to: **Prof. Thomas Henley, Chair, Selection Committee, Natural Resources Institute, 70 Dysart Road, University of Manitoba, Winnipeg, MB R3T 2N2,** (telephone 204-474-6395). The application deadline is **7 February, 2003.**

at the centre of it all

www.umanitoba.ca

The University of Lethbridge

THE FACULTY OF ARTS AND SCIENCE AT THE UNIVERSITY OF LETHBRIDGE INVITES APPLICATIONS FOR 16 TENURE TRACK POSITIONS AND 5 TERM POSITIONS (ALL AT THE ASSISTANT PROFESSOR LEVEL UNLESS OTHERWISE INDICATED) TO BEGIN JULY 1, 2003.

Located in southern Alberta, with a view of the Rocky Mountains, Lethbridge offers a sunny, dry climate that is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University has an enrolment of approximately 7,000 students. Our focus on liberal education, selected professional programs, smaller classes, co-op placements and involvement of students in faculty research provides the very best education available. For more information about the University please visit our web site at www.uleth.ca.

The positions are open to all qualified applicants, although preference will be given to Canadian citizens and permanent residents of Canada. Applications should include a curriculum vitae, transcripts, teaching evaluations, publication offprints, a statement of teaching philosophy and research interests, and names and contact information of at least three referees who are scholars in the field. Send this material and arrange for the letters of reference to be mailed directly to The University of Lethbridge, 4401 University Drive, Lethbridge, AB, T1K 3M4, to the attention of the Department contacts as indicated below.

The University of Lethbridge aspires to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship, and especially those who have well-established research programs. The University is an equal opportunity employer and offers a non-smoking environment.

Archaeology (one-year term)

A Ph.D., or near completion, is required with specialization in Syro-Palestinian Archaeology. The successful applicant will teach Introductory Archaeology, Introductory Hebrew, and advanced courses in Syro-Palestinian Archaeology. Contact: Dr. Ian MacLachlan, Chair, Department of Geography. Telephone: (403) 329-2076, Fax: (403) 329-2016, or E-mail: geo.empapp@uleth.ca Closing date: Jan. 15, 2003 (see our classified ad in this issue)

Anthropology (one tenure track & one three-year term position which may convert to tenure track)

A Ph.D., or near completion, is required. The positions are topically and geographically open, but preference may be given to candidates with fieldwork-based experience in Africa, Latin America, or with Native American First Nations, as well as to those whose topical interests complement those of the department.
Contact: Dr. Hillary Rodrigues, Chair, Department of Anthropology, Telephone: (403) 329-2598, Fax (403) 329-5109, or E-mail: rodrigues@uleth.ca. Closing date: December 31, 2002

Computer Science (one tenure track)

Please see next month's issue of this publication for our classified advertisement of a tenure track position which will begin July 1, 2003, subject to budgetary approval.

Economics (one tenure track)

A Ph.D. in Economics, or near completion, is required. The successful candidate will be expected to teach in the areas of agricultural economics, international economics, regional economics, and/or public sector economics, although all fields will be considered. Contact: Dr. Jeremiah Allen, Acting Chair, Department of Economics, Telephone: (403) 329-2518, Fax: (403) 329-2519, or E-mail: allenj@uleth.ca Closing date: January 31, 2003 (see our classified ad in this issue)

English (two tenure track)

A Ph.D., or near completion, is required. The positions are in the areas of 1) Post Colonial literature, and 2) Children's Literature, and Contemporary Canadian Literature, and both incumbents will be required to teach undergraduate courses at the introductory, junior, and senior levels. Contact: Dr. Richard Arnold, Chair, Department of English, Telephone (403) 329-2378, Fax: (403) 382-7191, or e-mail: ramleg@uleth.ca.
Closing date: January 31, 2003 (see our classified ad in this issue)

French (one tenure track)

A Ph.D. in French is required, with specialization in pre-nineteenth century literature. The successful applicant will have native or near-native fluency in French and English, and some experience teaching French as a second language at the post-secondary level. Competence in computer-assisted language learning would also be an asset. The successful applicant will teach undergraduate French language and literature courses at all levels from beginners to advanced. Contact: Dr. Timothy F. Pope, Chair, Department of Modern Languages, Telephone: (403) 329-2561, Fax (403) 329-5187, or E-mail: pope@uleth.ca Closing date: January 31, 2003 (see our classified ad in this issue).

History (two tenure track)

1. Modern European History a Ph.D., or near completion, is required. Candidates should specialize in areas other than France, Britain or Ireland, and should also have thematic expertise in areas such as the history of science, medicine, ideas, warfare, etc.
Contact: Dr. James D. Tagg, Chair, Department of History, Telephone: (403) 329-2541, Fax (403) 329-5108, or e-mail tagg@uleth.ca. Closing date: January 31, 2003 (see our classified ad in this issue)
2. A tenure track position in Western Canadian History is also available (closing date: Dec 1, 2002)

Kinesiology (one tenure track)

Please see next month's issue of this publication for our classified advertisement of a tenure track position which will begin July 1, 2003, subject to budgetary approval. The area of specialization is still to be determined.

Mathematics (one-year term)

A Ph.D. in mathematics or statistics is required. Candidates in all areas of mathematics or statistics will be considered. This position will begin January 1, 2003. Contact: Dr. W. H. Holzmann, Chair, Department of Mathematics and Computer Science, Telephone (403) 329-2470. Closing date: Consideration for the position will commence on November 1, 2002 and will continue until December 15, 2002, or until the position is filled. A tenure track position will also be available beginning July 1, 2003. Please see next month's issue for our classified advertisement.

Native American Studies (two tenure track)

1. The successful candidate will have a strong teaching and publication record in Native American Studies and have a Ph.D. Appointment at the Associate Professor level may be considered. Candidates with a disciplinary background in literature will be given highest priority. Since Native American Studies faculty are required to teach in a wide variety of areas such as law, social issues, life sciences, philosophy, and economics, candidates with experience in any one of these areas, in addition to literature, will be preferred. Fluency in or knowledge of a Native language is an asset. Contact: Dr. Alfred Young Man, Chair, Department of Native American Studies, Telephone: (403) 329-2635, Fax (403) 380-1855, E-mail: lastukacq@uleth.ca. Closing date: January 31, 2003 (see our classified ad in this issue).
2. A tenure track position in Native Languages (Blackfoot and Cree) is also available (closing date: Nov 30, 2002)

Physics (one tenure track and one three-year term)

A tenure-track position in theoretical physics and a three-year term position in experimental physics (with the possibility of conversion to tenure track subject to external funding). For the term position, the successful candidate will be of a calibre to secure external funding of the position, through an NSERC University Faculty Award (UFA) for women and aboriginal people (see http://www.nserc.ca/guide/sl/3g_e.htm), or as an Alberta Heritage Foundation for Medical Research Scholar (see http://www.ahfmr.ab.ca/), for example. A Ph.D. is required. The research areas are open; strong applications from theoretical and experimental physicists in all subjects are welcome.
Contact: Dr. Mark Walton, Chair, Department of Physics. Closing date: January 31, 2003 (see our classified ad in this issue).

Psychology and Neuroscience (two tenure track)

At least one position will be funded by a Canada Research Chair (http://www.chairs.gc.ca/english/About/factsheet/index.html), the Alberta Heritage Foundation for Medical Research (http://www.ahfmr.ab.ca), and/or the Natural Science and Engineering Research Council of Canada (http://www.nserc.ca/guide/sl/3g_e.htm). Contact: Dr. Robert J. Sutherland, Director, Canadian Centre for Behavioural Neuroscience, 403-394-3979 robert.sutherland@uleth.ca. Closing date: Consideration of applications and nominations will begin September 1, 2002 and will continue until the positions are filled.

Sociology (one tenure track and one three year term)

A Ph.D. is required. Areas of specialization are open but the ability to teach undergraduate courses in deviance, social psychology or research methods would be an asset. Contact: Dr. Reginald W. Bibby, Chair, Department of Sociology, Telephone: (403) 329-2551, Fax: (403) 329-2085, or E-mail: bibby@uleth.ca. Closing date: January 31, 2003 (see our classified ad in this issue).

For more information contact: Faculty of Arts & Science - The University of Lethbridge
4401 University Dr. W. Lethbridge, AB T1K 3M4 Ph: (403) 329-2240 Fax: (403) 382-7114

THE UNIVERSITY OF WATERLOO invites applications for several tenure-track faculty positions in the School of Computer Science, with priority for researchers in the areas of bioinformatics, distributed systems, human-computer interaction, and scientific computation. Exceptional candidates at all levels of experience are encouraged to apply. Successful applicants who join the University of Waterloo are expected to develop and maintain a productive program of research, attract and develop highly qualified graduate students, provide a stimulating learning environment for undergraduate and graduate students, and contribute to the administration of the school. A PhD in Computer Science or equivalent is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience, and appointments are expected to commence during the 2003 calendar year. The University of Waterloo's School of Computer Science is one of the largest and most eclectic within Canada. It prides itself on being a leader in Computer Science education and houses a diverse research program of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. Over twenty new faculty members have joined the School recently, resulting in over 60 full-time faculty. The School enjoys an excellent reputation in pure and applied research and is supported by 14 research laboratories. The University has an enlightened intellectual property policy by which the rights are vested in the inventor; in part, this policy has been responsible for many spin-off companies such as WATCOM (now iAnywhere Solutions), Waterloo Maple and Open Text Corp. Please see http://www.cs.uwaterloo.ca for further information. Applicants should write to Chair, Advisory Committee on Appointments School of Computer Science, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, cs-chair@cs.uwaterloo.ca and include a curriculum vitae, teaching and research statements, and the names and e-mail addresses of three references. To expedite handling of applications, please ask those named as references to direct supporting letters to the same address. Applications will be considered as soon as documentation is complete and as long as positions remain available. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds

CRIMINOLOGY

THE UNIVERSITY OF WINDSOR invites applications for faculty positions in the Department of Sociology and Anthropology in the area of Criminology commencing July 1, 2003. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Tanya Basok, Interim Department Head, Sociology and Anthropology, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253.3000, Ext. 2190, Fax: 519.971.3621; Email: basok@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

DESIGN

YORK UNIVERSITY — The Department of Design, Faculty of Fine Arts invites applications for a tenure track position, effective July 1, 2003, in Information Design from candidates who (1) have a strong record in the field, (2) went to shape design research, and (3) push new ideas for design's leadership role in the information age. The appointment offers a most unique opportunity to be part of the unfolding of both a new graduate program in design and a Design Research Institute which is (1) thematically focused, (2) establishing research database(s), and (3) developing interactive systems. This position is subject to budgetary approval by the University. The Department of Design is one of six departments within the Faculty of Fine Arts at York University in Toronto — the third largest university in Canada, with over 40,000 students. The Bachelor of Design degree is offered as part of a joint program in design with Sheridan College, one of the most respected institutions in North America for graphic design, animation and technology. Our undergraduate curriculum focuses upon all aspects of Design Studies, Communication Design, Information Design, and Interactivity. The successful applicant will provide leadership in teaching and research in at least two of the following practicum based areas: information design, typography, and knowledge management systems (in both digital and traditional formats), as well as being able to teach at least one course in the Design Studies area. Teaching responsibilities include teaching in the current undergraduate program and in the future graduate program. This appointment will require the usual responsibilities of participation in departmental governance, management of committees, course and curriculum development, advising and evaluations of incoming applicants. Each applicant is expected to have the relevant terminal graduate degree and either possess or be willing to seek RGD membership in Ontario. Initial applications for candidacy should include: a letter of application stating your interests in the areas of research, teaching, and practice; examples of your research and/or design work; examples of your students' work (if available); a curriculum vitae, and a list of five academic and/or professional references who we may contact with your permission. Candidates with strong previous teaching and/or extensive professional experience and a track record in research will be given preference. Rank will be at either the Assistant or the Associate Professor level and the salary will be competitive and commensurate with your experience. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Department of Design welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at: http://www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Please send all application materials by January 15, 2003 to: Search Committee, Attn: Barb Battle, Administrative Assistant, Department of Design, York University, 283 Winters College, 4700 Keele Street, Toronto, Ontario M3J 1P3, phone 416-736-2100 ext. 77434, email: bbatke@yorku.ca, www.design.yorku.ca or www.yorku.ca/finearts/.

DRAMA

THE UNIVERSITY OF WINDSOR invites applications for a tenure-track position in the School of Dramatic Art in the area of Drama in Education commencing July 1, 2003. Subject to Budgetary Approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions Contact: Prof. Lionel Walsh, Director, School of Dramatic Art, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253.3000, Ext. 2805, Fax: 519.971.3629; Email: walsha@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

DROIT

L'UNIVERSITÉ McGILL — La faculté de droit sollicite des candidatures pour des postes permanents à durée déterminée, ou à titre de professeur invité, pour tous les grades et dans tous les domaines. Pour plus de renseignements, s.v.p. visiter le site-web de la faculté : www.law.mcgill.ca/faculty/positions-fr.htm.

EARTH & ATMOSPHERIC SCIENCES

THE UNIVERSITY OF ALBERTA — The Department of Earth and Atmospheric Sciences is seeking an individual who has research interests in any field relating to petroleum geology. Potential areas of interest include, but are not limited to, sedimentology, basin analysis, reservoir development and modelling, and organic geochemistry. Experience in the oil industry would be a major asset. The Department of Earth and Atmospheric Sciences has an international reputation for excellence in teaching and research. The incumbent would be expected to teach undergraduate and graduate courses, and to initiate an innovative and rigorous research program that includes the supervision of M.Sc. and PhD students. Detailed information on the faculty and facilities of the department can be found on the World Wide Web at: http://www.ualberta.ca/EAS. The appointment for this position will be at the Assistant Professor level. The applicant must hold a PhD degree at the time of appointment and have a proven research record. The appointment will commence on July 1, 2003 provided that a suitable candidate can be found. Applications, including a resume and a statement of research interests, should be addressed to Dr. Brian Jones, Chair, Department of Earth and Atmospheric Sciences, University of Alberta, Edmonton, Alberta T6G 2E3, Fax: (780) 492-8190. Applications by e-mail will be declined. Applicants should also arrange for three letters of reference to be sent to the Chair. Deadline for the receipt of applications and letters of reference is January 31, 2003. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

THE UNIVERSITY OF ALBERTA — The Department of Earth and Atmospheric Sciences is seeking an individual who is a low-temperature geochemist that conducts research in processes that are operative in low temperature environments, where biologically mediated reactions may take place. This is a tenure track position. Potential areas of interest include, but are not limited to, aqueous environmental chemistry, pore-water chemistry, solute dynamics and behaviour, biogeochemical cycling and organic matter characterization, low temperature thermochronology, and diagenesis. Expertise in modelling, laboratory experimentation techniques, and/or field techniques would be welcome. The Department of Earth and Atmospheric Sciences has an international reputation for excellence in teaching and research. The incumbent would be expected to teach undergraduate and graduate courses, and to initiate an innovative and rigorous research program that includes the supervision of M.Sc. and PhD students. Detailed information on the faculty and facilities in the department can be found on the World Wide Web at: http://www.ualberta.ca/EAS. The appointment for this position will be at the Assistant Professor level. The applicant must hold a PhD degree and have a proven research record. The appointment will commence on July 1, 2003 provided that a suitable candidate can be found. The successful candidate will be nominated for a Tier II Canada Research Chair. Applications, including a resume and a statement of research interests, should be addressed to Dr. Brian Jones, Chair, Department of Earth and Atmospheric Sciences, University of Alberta, Edmonton, Alberta T6G 2E3; Fax (780) 492-8190. Applications by e-mail will be declined. Applicants should also arrange for three letters of reference to be sent to the Chair. Deadline for the receipt of applications and letters of reference is January 31, 2003. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

EARTH & OCEAN SCIENCES

THE UNIVERSITY OF BRITISH COLUMBIA — Applications are invited for a tenure-track faculty position at the Assistant Professor level in the Department of Earth and Ocean Sciences at the University of British Columbia. The candidate should have expertise in marine geochemistry, a PhD and preferably post-doctoral experience, and a record of multi-disciplinary research towards understanding marine biogeochemical cycles. Examples of areas of interest include the use of geochemical tracers to investigate the relationship between changes in the ocean/atmosphere system and Earth's climatic variability, the evolution of biogeochemical cycles during the Quaternary period, and the geochemical coupling of benthic and pelagic systems. The successful candidate will be expected to teach undergraduate and graduate courses in the Department of Earth and Ocean Sciences. Applications should include a curriculum vita, list of publications, and a summary of research interests. Applicants should also arrange for three letters of recommendation to be sent to: Dr. Paul L. Smith, Head, Department of Earth & Ocean Sciences, The University of British Columbia, 6339 Stores Road, Vancouver, British Columbia V6T 1Z4. The closing date for the competition is 31st January 2003. In order to address under-representation of members of designated equity groups among senior faculty, we may consider making an appointment at a higher rank for a woman, visible minority, disabled, or aboriginal applicant with exceptional qualifications, subject to the availability of funds. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority

ECONOMICS

WILFRID LAURIER UNIVERSITY — The Department of Economics. Applications are invited for two tenure-track appointments commencing July 1, 2003. One of the appointments will be at the rank of Assistant or Associate Professor and one will be at the rank of Assistant Professor. Qualifications include a PhD, preferably with some teaching and research experience. Candidates for appointment at the rank of Associate Professor must have a proven record of excellence in research and teaching. Duties include teaching at the undergraduate and Master's level and research. Outstanding candidates in all fields will be considered. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people. Applications will be considered until the positions are filled. These positions are subject to budgetary approval. Applicants should send a letter and curriculum vitae and arrange for three letters of reference to be sent to Dr. Alastair Robertson, Chair, Department of Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5

THE UNIVERSITY OF TORONTO — The Department of Economics is seeking a full-time Lecturer to teach undergraduate courses, including introductory economics and/or intermediate micro/macroeconomics and/or statistics and possibly additional subjects. While there is no requirement to do research, the individual selected will be expected to participate in departmental seminars in her/his areas of interest and be available to students several days each week. A PhD in economics is preferred, together with evidence of excellence in teaching at the university level. The position begins July 1, 2003 and is initially for one year, with the possibility of renewal beginning July 1, 2004. Interested candidates should send a curriculum vitae together with details of experience and evidence of excellence in teaching and should arrange for the submission of three letters of reference. The application deadline is January 31, 2003. All correspondence should be sent to Prof. Francois Casas, Associate Chair (Undergraduate), Department of Economics, University of Toronto, 150 St. George St., Toronto, Ontario, Canada M5S 3G7. Information about the Department is available on its website: http://www.economics.utoronto.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups and others who may contribute to further diversification of ideas

THE UNIVERSITY OF WINNIPEG — The Department of Economics invites applications for one probationary tenure-track appointment at the rank of Assistant Professor. Salary is commensurate with qualifications and experience. Applicants should have a PhD completed or very near completion. The successful candidate must have a strong commitment to undergraduate teaching and research. Preferred fields of specialization are Macroeconomics, Environmental Economics, Financial Economics or International Finance. However, candidates in other Applied Microeconomics or Macroeconomics fields will be considered. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is initially directed to Canadian citizens and permanent residents. Subject to budgetary approval, this position will commence on July 1, 2003. Interested candidates should, by January 15, 2003, send curriculum vitae, including three letters of reference, and a sample of research to: Professor Michael Benarroch, Chair, Department of Economics, The University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9, fax 204-774-4134, phone (204) 786-9268 or email m.benarroch@uwinnipeg.ca.

THE UNIVERSITY OF LETHBRIDGE — The Department of Economics is seeking candidates to apply for a position at the Assistant Professor level. This is a tenure-track position beginning 1 July 2003, subject to budgetary approval. A PhD in Economics, or near completion, is required. The successful candidate will be expected to teach in the areas of agricultural economics, International economics, regional economics, and/or public sector economics, although all fields will be considered. New Faculty are eligible for university funding in support of research and scholarly activities. For more information about the University of Lethbridge please see our display ad in this issue and visit our web site at www.uleth.ca. The position is open to all qualified applicants, although preference will be given to Canadian citizens and permanent residents of Canada. Applicants should send a letter describing interest and qualifications in all areas of teaching competence, and attach a curriculum vitae, course outlines and teaching evaluations, and names of at least three referees who are scholars in the field. Send this material and arrange for the letters of reference to be mailed directly to: Dr. Jeremiah Allen, Acting Chair, Department of Economics, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4, Telephone (403) 329-2518, Fax: (403) 329-2519, or E-mail allenj@uleth.ca. The closing date for applications is January 31, 2002

McGill

McGill is one of Canada's oldest and most prestigious institutions of higher learning with some 30,000 full-time and part-time students, over 1,300 tenure-track professors as well as an important cadre of non-academic staff

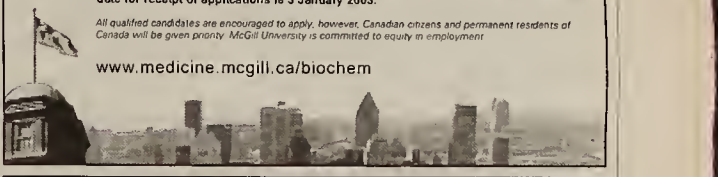
NMR Facility Manager (Biochemistry)

Research Associate position (non-tenure track) to manage the Eastern Canadian/Quebec Regional Nuclear Magnetic Resonance (NMR) Facility and provide technical support and maintenance of three high field NMR spectrometers. In addition, the candidate is expected to maintain an independent research program including scientific collaborations and to publish in scientific journals. Candidates should have a Ph.D. in biochemistry, chemistry, or molecular biology with ten years post-Ph.D. experience in NMR macromolecular structure determination of proteins and nucleic acids. Familiarity with organic/small molecule techniques an asset. Salary commensurate with qualifications. Position offered for an initial period of two years. Send CV, names of 3 references and a short description of research interests to:

Kalle Gehring, Dept. of Biochemistry, McGill University, 3655 Promenade Sir William Osler, Montreal H3G 1Y6. Fax: (514)398-7384 E-mail: kalle.gehring@mcgill.ca. Closing date for receipt of applications is 3 January 2003.

All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents of Canada will be given priority. McGill University is committed to equity in employment

www.medicine.mcgill.ca/biochem



THE UNIVERSITY OF BRITISH COLUMBIA

CANADA RESEARCH CHAIR (TIER II) INSTITUTE OF ASIAN RESEARCH & CENTRE FOR SOUTHEAST ASIA RESEARCH

The Institute of Asian Research (IAR) of the University of British Columbia invites applicants for a **Tier II Canada Research Chair** (http://www.chairs.gc.ca) **in Contemporary Social Change and Sustainable Development in Southeast Asia**. The Centre for Southeast Asia Research (CSEAR), within which the chair is situated, is a component of IAR established to promote research on a wide variety of topics dealing with Southeast Asia. More information on IAR and CSEAR can be obtained at: http://www.iar.ubc.ca.

Applicants should have established records of research and publication on social and environmental aspects of development and change in one or more of the countries of Southeast Asia and should hold a PhD in a field relevant to this research focus. The appointment may be either at an assistant professor level or as a tenured associate professor, depending upon the qualifications of the successful candidate.

UBC hires on the basis of merit and is committed to employment equity. Qualified persons of any citizenship are encouraged to apply. Send a CV, list of publications and representative reprints, an outline of five-year research goals, and names and addresses of at least four references who we can contact in confidence, **by January 15, 2003** to:

Dr. Pitman Potter, Director
Institute of Asian Research
University of British Columbia
1855 West Mall
Vancouver, B.C. V6T 1Z2 Canada
E-mail: potter@interchange.ubc.ca
Fax (604) 822-5207

UNIVERSITÉ DE MONCTON
Campus de Moncton

L'UNIVERSITÉ DE MONCTON, ÉTABLISSEMENT DE LANGUE FRANÇAISE EN MILIEU ACADIEN, REGROUPE TROIS CONSTITUANTES SITUÉES DANS LES RÉGIONS LES PLUS FRANCOPHONES DU NOUVEAU-BRUNSWICK, SOIT À EDMUNDSTON, À MONCTON ET À SHIPPAGAN. AU CAMPUS DE MONCTON, LA FACULTÉ D'ADMINISTRATION, LA FACULTÉ DES SCIENCES, LA FACULTÉ DES SCIENCES DE L'ÉDUCATION ET LA FACULTÉ DES SCIENCES DE LA SANTÉ ET DES SERVICES COMMUNAUTAIRES SOLLICITENT DES CANDIDATURES POUR LES POSTES SUIVANTS :

UN POSTE RÉGULIER EN SYSTÈMES D'INFORMATION ORGANISATIONNELS

DEUX POSTES RÉGULIERS EN PHYSIQUE (SPÉCIALISÉS EN OPTIQUE, PHOTONIQUE OU MATÉRIAUX AVANCÉS)

UN POSTE RÉGULIER EN DIDACTIQUE DES MATHÉMATIQUES

UN POSTE RÉGULIER EN PSYCHOLOGIE ÉDUCATIONNELLE (OU PSYCHOPÉDAGOGIE)

TROIS POSTES RÉGULIERS EN SCIENCE INFIRMIÈRE (DEUX SPÉCIALISÉS EN SOINS INFIRMIERS DE L'ADULTE ET UN EN SANTÉ COMMUNAUTAIRE ET SOINS DES PERSONNES ÂGÉES)

UN POSTE TEMPORAIRE DE DEUX ANS EN COMMUNICATION INTERPERSONNELLE ET ANIMATION DE GROUPE

DEUX POSTES TEMPORAIRES DE CINQ ANS EN SCIENCE INFIRMIÈRE (SPÉCIALISÉS EN SOINS DE L'ADULTE)

Une description détaillée de ces postes, y compris les fonctions, les exigences et les délais pour postuler, est disponible dans le site Internet de l'Université de Moncton (www.umoncton.ca), sous la rubrique Services – Postes à combler – Campus de Moncton, ou à l'adresse suivante : http://www.umoncton.ca/resshum

L'Université de Moncton souscrit à l'équité en matière d'emploi et encourage les candidatures de toute personne qualifiée, femme ou homme, y compris les autochtones, les personnes handicapées et les membres des minorités visibles. Conformément aux exigences relatives à l'immigration au Canada, ce concours s'adresse en priorité aux citoyennes et citoyens canadiens ainsi qu'aux personnes ayant obtenu le droit d'établissement au Canada.

Un **accent** sur le **savoir**

www.umoncton.ca/resshum

McMASTER UNIVERSITY — A contractually limited full-time appointment will be made in Labour Studies, by McMaster University at the tecturer or Assistant Professor level The appointment will be for 22 months commencing September 1, 2003 Labour Studies is an interdisciplinary programme, resident in the Faculty of Social Sciences, which includes Anthropology, Economics, Political Science, Social Work and Sociology Responsibilities will include the equivalent of six half courses of undergraduate teaching and associated course administration, including supervision of teaching assistants Teaching responsibilities will include teaching first year courses in contemporary labour issues and the history of the Canadian labour movement Candidates should have an interdisciplinary approach to studies in work issues, labour and society, A PhD or ABD is preferred, although candidates with MAs and teaching experience (either in post-secondary institutions or in the labour movement) will be considered All qualified applicants are encouraged to apply, however, Canadians and permanent residents will be considered first for this position McMaster University is strongly committed to employment equity within its community, and to recruiting diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities and persons with disabilities This encouragement is in keeping with Labour Studies' focus on the ways in which structural forces (e g social class, gender, race, age, ability, sexuality, culture) affect workers and their workplaces, and with our longstanding commitment to teaching and research that reflects the diversity and concerns of the community Further information on Labour Studies can be found on the Labour Studies Home Page at www.socsci.mcmaster.ca/labourstudies/. Applicants should send a curriculum vita and arrange to have three letters of reference sent to the Director, Labour Studies Programme, McMaster University, Hamilton, Ontario L8S 4M4 The application deadline is January 30, 2003

EDUCATION

McGILL UNIVERSITY — The Department of Integrated Studies in Education invites applications for a tenure-track position in Science Education at the Assistant Professor rank, effective August 1, 2003 The successful candidate should have appropriate experience in the following., a) teaching school science, b) teaching university science methods courses at the secondary and/or elementary level, c) supervising field experiences in science, d) conducting scholarly research and publishing in science education, He/she should hold a Doctoral degree in education focusing on science education, with a Bachelor's degree or higher in a natural science Expertise in areas related to science and technology would be considered an asset, as would knowledge of French All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority McGill University is committed to equity in employment Letters of application describing current interests and projects, a curriculum vitae, and the names of three referees, should be sent to: Dr. Bnan Alters, Chair, Science Education Search Committee, Department of Integrated Studies in Education, McGill University, 3700 McTavish Street, Montreal, QC, H3A 1Y2 (e-mail: bnan.alters@mcgill.ca; fax: 514-398-4529 or 514-398-7436) Applications will close January 31, 2003

McGILL UNIVERSITY — The Department of Integrated Studies in Education, located in the Faculty of Education, invites applications for a tenure-track position in Rhetonc and Professional Writing at the Assistant Professor rank, effective August 1, 2003 The successful candidate will work primarily for the Department's Centre for the Study and Teaching of Writing (CSTW), which teaches discipline-specific writing courses to approximately 2,000 McGill students each year. (Go to www.McGill.ca/writing to learn more about the CSTW). We seek candidates who have a PhD in Composition and Rhetoric with expertise in one or more of the following areas. discourse analysis; rhetorical genre studies; web-based instruction, technical and professional writing Corporate or other professional experience in related areas would be an asset, as would knowledge of French. We place a strong emphasis on both the theory and practice of writing. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority McGill University is committed to equity in employment. Letters of application, accompanied by a curriculum vitae and the names of three referees, should be sent to: Dr Anthony Paré, Chair, CSTW Search Committee, Department of Integrated Studies in Education, McGill University, 3700 McTavish Street, Montreal, QC, H3A 1Y2 (e-mail: anthony.pare@mcgill.ca, fax: 514-398-4529 or 514-398-7436). With these required documents, applicants are invited to submit brief samples of scholarly and professional writing, along with written proof of teaching effectiveness. Applications will close January 31, 2003

McGILL UNIVERSITY — The Department of Integrated Studies in Education invites applications for a tenure-track position in Early Childhood Education at the Assistant Professor rank, effective August 1, 2003 The successful candidate should have a doctorate in Education and an active program of education-related research in one or more of the following areas. early childhood/ elementary curriculum; evaluation and assessment; the culture of childhood, multi-literacies, multiculturalism, action research; new technologies The successful candidate will be expected to supervise undergraduates during student teaching and graduates at the Master's and PhD levels. Experience teaching in the early childhood/ elementary classroom would be considered an asset, as would knowledge of French., All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority McGill University is committed to equity in employment. Letters of application describing current interests and projects, a curriculum vitae, and the names of three referees, should be sent to Dr. Lynn Butler-Kisber, Chair, Early Childhood Education Search Committee, Department of Integrated Studies in Education, McGill University, 3700 McTavish Street, Montreal, QC, H3A 1Y2 (e-mail: lynn.butlerkisber@mcgill.ca; fax 514-398-4529 or 514-398-7436). Applications will close January 31, 2003

McGILL UNIVERSITY — The Department of Integrated Studies in Education invites applications for a tenure-track position in International Education at the Assistant Professor rank, effective August 1, 2003 The successful candidate should have a doctorate in Education or a related field and an active program of research in one or more of the following areas: globalization; national and cultural approaches to knowledge and society; role of education in nation building; gender, education, and development of societies; cross national comparisons of education; sociology of education in countries of the South. The successful candidate will be expected to teach undergraduate and graduate courses and to supervise at the Master's and PhD levels Experience living and working in a number of different cultures would be considered an asset, as would knowledge of French All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority McGill University is committed to equity in employment Letters of application, accompanied by a curriculum vitae and the names of three referees, should be sent to Dr. Steve Jordan, Chair, International Education Search Committee, Department of Integrated Studies in Education, McGill University, 3700 McTavish Street, Montreal, QC, H3A 1Y2 (e-mail steven.jordan@mcgill.ca, fax. 514-398-4529 or 514-398-7436). Applications will close January 31, 2003

THE UNIVERSITY OF WINDSOR invites applications for tenure-track faculty positions in the Faculty of Education in the areas of Mathematics, Music, Language Arts, Social and Cultural Foundations, Science and Educational Policy and Leadership commencing July 1, 2003. Subject to Budgetary Approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Pat Rogers, Dean, Faculty of Education, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 3801; Fax: 519.971.3612; Email: progers@uwindsor.ca For information on the University of Windsor or the City of Windsor, contact Dr. Janice Draklich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca

THE UNIVERSITY OF VICTORIA — The Faculty of Education will require Sessional Instructors during the 2002 Summer Session Applicants are invited for the following areas Graduate Courses: Curriculum Studies; Educational Psychology; Counselling; Educational Leadership; Reading and English; Language Arts; Educational Foundations, Special Education; Educational Technology; Exercise Science and Sport; Coaching Studies, Music Education; Art Education, Undergraduate Courses: Reading/Language Arts, Child Adolescent Development; Foundations; English as a Second Language; Educational Psychology; Exceptional Children; Learning Technology; Science Education (Physics, Earth Science, Biology, and Curriculum & Instruction), Mathematics Education; Social Studies Education, Physical Education; Arts Education (Art, Music & Drama). In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. However, if suitable Canadian applicants cannot be found, other individuals will be considered. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal persons. Send application letter and curriculum vitae, by February 22, 2003, to: Dr. Budd L. Hall, Dean, Faculty of Education, University of Victoria, PO Box 3010, Victoria, BC, V8W 3N4, http://www.educ.uvic.ca, fax 250-472-5063.

THE UNIVERSITY OF VICTORIA — The Department of Curriculum and Instruction invites applications for a tenure track position at the Assistant Professor level in the area of social foundations of education Teaching responsibilities will include social foundations of education across elementary, middle school and secondary levels in undergraduate and graduate programs. The potential candidate should have a completed or nearly completed PhD in Foundations, with an interest in anti-racism/multi-cultural education and/or gender studies, school teaching experience, a knowledge of British Columbia schools and an active research agenda. Effective date of appointment will be July 1, 2003. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority Applications should include curriculum vitae and the names and contact information of three referees. Applications should be sent on or before January 10, 2003 to. Dr. Roy Graham, Chair, Department of Curriculum and Instruction, Faculty of Education P.O. Box 3010, Victoria BC V8W 3N4, Fax: 250-472-4616, http://www.educ.uvic.ca, email-mholden@uvic.ca

McGILL UNIVERSITY — The Faculty of Education seeks to fill a tenure track appointment at the Assistant or Associate Professor level for the position of Director of the Faculty's Office of First Nations and Inuit Education beginning July 1, 2003. The University seeks candidates with doctoral degrees and with expertise in teacher education programs which target the preparation of First Nations and Inuit peoples. The Office is responsible for the delivery of field-based teacher education and Aboriginal literacy programs, both pre-service and in-service, in partnership with Algonquin, Cree, Inuit, Mi'kmaw and Mohawk communities in Nunavut, Quebec and Nova Scotia Requirements: The successful candidate will have experience in teaching at the elementary or secondary level; student teaching evaluation; course and program planning, implementation and evaluation. Educational background should include Aboriginal knowledge perspectives and an emphasis on education related to the experience of Indigenous peoples in North America and globally. A research program, administrative experience, and excellent leadership and communication skills are required Knowledge of English and French, or of English and an Aboriginal language are assets Preference will be given to applicants of Aboriginal heritage. Responsibilities: The successful candidate will direct a large teacher education program in partnership with First Nations and Inuit communities; therefore, willingness and ability to travel regularly to partner communities is required. The candidate is expected to conduct research, ideally with evidence of interdisciplinary approaches. The successful candidate will teach at both undergraduate and graduate levels and supervise graduate students. Salary Salary will be commensurate with qualifications and experience To Apply Applications should include a current curriculum vitae, a statement of research experience and interests, and evidence of teaching experience and effectiveness (e.g. a teaching portfolio). In addition, the candidate should supply names, addresses, phone numbers and email addresses of three referees who can attest to the candidate's scholarship, administrative experience and community involvement. Direct applications to: Chair, Selection Committee, Office of First Nations & Inuit Education, Faculty of Education, McGill University, 3700 McTavish, Rm 614, Montreal, QC H3A 1Y2, Phone 514-398-4533; Fax 514-398-2553; e-mail: directorsearch.education@mcgill.ca

ÉDUCATION

L'UNIVERSITÉ McGILL — Le Department d'études intégrées en education est à la recherche de candidat(e)s au poste de professeur adjoint en Enseignement des sciences de la nature, conduisant a la permanence et debutant le 1er aout 2003 La personne choisie aura de l'experience dans les domaines suivants: a) enseignement des sciences en milieu scolaire, b) enseignement universitaire de cours de méthodologie scientifique de niveaux primaire et secondaire, c) supervision de stages scientifiques; d) direction de recherche scientifique et publication d'ouvrages savants La personne choisie devra detenir, au minimum, un Baccalauréat en Sciences naturelles. Des connaissances dans des domaines scientifiques et technologiques connexes seraient un atout, comme la connaissance du français. Tous les candidats qualifiés sont invités à poser leur candidature bien que la priorité soit donnée aux citoyens canadiens et aux résidents permanents. L'université McGill souscrit à l'équité en matière d'emploi. Les lettres de candidature, un curriculum vitae d'accompagnement et le nom de trois répondants doivent

QUEEN'S SCHOOL OF BUSINESS

QUEEN'S UNIVERSITY
Kingston, Ontario, Canada

Tenure Track Positions
Assistant, Associate or Full Professor levels

QUEEN'S SCHOOL OF BUSINESS is inviting applications for tenure track positions in Accounting, Finance, Management Science, Operations Management, Managerial Economics/MOT, Marketing, Organizational Behaviour/Human Resources and Strategy and Business Policy (Assistant, Associate or Full Professor levels).

QUALIFICATIONS:
Candidates must have a PhD or be near completion. Applicants must exhibit high potential for innovative scholarly research and for outstanding teaching contributions in support of the School's various programs.

COMPENSATION:
Salary will be commensurate with qualifications and experience. Appointees have access to substantial internal funds both for research and course development through Queen's School of Business Research Program and the Dean's Development Fund.

INSTITUTION:
Queen's School of Business has an outstanding reputation in its academic programs. Our M.Sc in Management and unique dual major PhD programs attract highly qualified research-oriented graduate students. For an unprecedented four consecutive years Queen's MBA for Science & Technology was ranked Canada's number one MBA program by Canadian Business Magazine. Our flagship program, the Commerce program, has the highest undergraduate entrance standards of all Canadian universities. Queen's innovative Executive MBA was the first in Canada to use videoconferencing. Queen's has received unconditional accreditation for all programs by the International Association for Management Education (AACSB).
Queen's has consistently ranked among the nation's top universities and in addition to its outstanding teaching programs, houses a wide array of research centers and policy institutions, which have made major contributions to both public and private sectors. The learning environment at Queen's is supported by outstanding library and computing facilities.

THE CITY:
Kingston, Ontario is a unique Canadian city featuring a distinctive blend of history, recreation, industry and learning. Greater Kingston was recently voted one of the best communities in which to live in Canada, by the Report on Business, Chatelaine and the Imperial Oil Review.

This is an international search, open to candidates of all nationalities. However, in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified women and men; including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. The appointments are subject to final budgetary approval.

The effective date of the appointment will be July 1st, 2003, but is flexible. Applicants should submit a cover letter, current CV, three letters of recommendation and a sample publication, thesis proposal or completed thesis, electronically to: deansoffice@business.queensu.ca.

Thomas Anger, Associate Dean
Queen's School of Business, Queen's University
Goodes Hall - Rm. 346
Kingston, Ontario K7L 3N6

www.business.queensu.ca

ST. FRANCIS XAVIER UNIVERSITY

CANADA RESEARCH CHAIR
AQUATIC ECOLOGY

St. Francis Xavier University seeks applications and nominations for a Canada Research Chair in the area of aquatic ecology, a focus area for our coastal research community. This prestigious chair is intended for a researcher of international repute, at the Assisant Professor level (Tier II) or early career in a non-university environment, who has demonstrated research excellence in their speciality. The position will be filled either as tenured or tenure track appointment.

The Research Chair will interact with a group of ten active research faculty who study biology of aquatic organisms. The ideal candidate will interact with investigators in several research areas, enhancing our strength in aquatic research. The candidate should have demonstrated the ability to obtain research funding and the ability to liaise with university and government scientists. Also desirable is a strong commitment to undergraduate and graduate research and a willingness to contribute to some limited graduate/advanced undergraduate teaching. The university is near lakes, streams, estuaries as well as protected and open ocean habitats. Research facilities, enhanced by recent CFI aquisitions (particle image velocimeter, microtox & confocal microscope), are fully up to date and are located in a newly-renovated building. Honours B.Sc. and M.Sc. students in biology and advanced undergraduates in a unique new program, "Interdisciplinary Studies in Aquatic Resources", are involved in aquatic research projects. Ecologically-oriented research in the department deals with invasive algal and crustacean species, carbon fixation in cyanobacteria, marine algal symbioses, management and reproductive behaviour of waterfowl, stream community ecology and vertebrate and invertebrate physiological ecology. There is also expertise in cell and molecular biology, microbiology, physiology, biomechanics, electron microscopy, developmental biology and mathematical modelling. For more information, see www.stfx.ca/people/biology/.

Appointment is conditional upon the successful applicant being approved as a Tier II Canada Research Chair (CRC). The CRC program is described in detail at http://www.chairs.gc.ca.

Applications will be considered beginning January 15, 2003. The competition will remain open until a nominee is selected. Please forward a CV, representative publications, a description of proposed research interests, and names and addresses of three referees to: **E. J. McAlduff, Dean of Science, St. Francis Xavier University, P.O. Box 5000, Antigonish, N.S. B2G 2WS**; Email: emcalduf@stfx.ca, Phone: 902-867-3903.

être soumis au Dr Brian Alters, Directeur, Comité du recrutement en Enseignement des sciences de la nature, Département d'études intégrées en education, Université McGill, 3700, rue McTavish, Montréal, QC, H3A 1Y2 (courriel: brian.alters@mcgill.ca; télécopieur: 514-398-4529 ou 514-398-7436). L'appel de candidatures se terminera le 31 janvier 2003.

L'UNIVERSITÉ McGILL — Le Département d'études intégrées en education de la Faculté des Sciences de l'éducation est à la recherche de candidat(e)s au poste de professeur adjoint en Rhétorique et redaction professionnelle, conduisant à la permanence et débutant le 1er août 2003. La personne choisie travaillera principalement pour le Centre d'études et d'enseignement de l'écriture (CSTW) du Département, qui offre à chaque année des cours de rédaction adaptés aux diverses disciplines à près de 2,000 étudiants de l'université McGill. (Pour plus de renseignements sur le CSTW, veuillez visiter le site www.McGill.ca/writing). Les candidats devront posséder un Doctorat en composition et rhétorique et de l'expérience dans un ou plusieurs des domaines suivants: analyse discursive, étude rhétorique des genres, enseignement sur Internet, redaction technique et professionnelle. Une expérience corporative ou toute autre expérience professionnelle serait un atout, comme la connaissance du français. Nous mettons l'accent à la fois sur la théorie redactionnelle et sur la pratique redactionnelle. Tous les candidats qualifiés sont invités à poser leur candidature bien que la priorité soit donnée aux citoyens canadiens et aux résidents permanents. L'université McGill souscrit à l'équité en matière d'emploi. Les lettres de candidature contenant une description des intérêts actuels et projets, un curriculum vitae d'accompagnement et le nom de trois répondants doivent être soumis au Dr Anthony Paré, Directeur, Comité de recrutement du Centre d'études et d'enseignement en écriture, Département d'études intégrées en education, Université McGill, 3700, rue McTavish, Montréal, QC, H3A 1Y2 (courriel: anthony.pare@mcgill.ca; télécopieur: 514-398-4529 ou 514-398-7436). Outre les documents requis, nous invitons les candidats à soumettre de courts échantillons d'écrits savants et professionnels ainsi qu'une confirmation écrite de leur capacité à enseigner. L'appel de candidatures se terminera le 31 janvier 2003.

L'UNIVERSITÉ McGILL — Le Département d'études intégrées en education est à la recherche de candidat(e)s au poste de professeur adjoint en Enseignement à la petite enfance, conduisant à la permanence et débutant le 1er août 2003 La personne choisie devra posséder un Doctorat en éducation et participer à un programme actif de recherche en éducation dans un ou plusieurs des domaines suivants : programme de la petite enfance et du primaire; mesure et évaluation; culture et enfance, littératies multiples; multiculturalisme; recherche-action; nouvelles technologies. La personne choisie devra superviser les étudiants de premier cycle au cours des stages en milieu scolaire et les finissants de Maîtrise et de Doctorat. Une expérience en enseignement à la petite enfance et au primaire serait un atout, comme la connaissance du français. Tous les candidats qualifiés sont invités à poser leur candidature bien que la priorité soit donnée aux citoyens canadiens et aux résidents permanents. L'université McGill souscrit à l'équité en matière d'emploi. Les lettres de candidature, un curriculum vitae d'accompagnement et le nom de trois répondants doivent être soumis au Dr Lynn Butler-Kisber, Directrice, Comité de recrutement de l'enseignement à la petite enfance, Département d'études intégrées en education, Université McGill, 3700, rue McTavish, Montréal, QC, H3A 1Y2 (courriel: lynn.butlerkisber@mcgill.ca; télécopieur: 514-398-4529 ou 514-398-7436). L'appel de candidatures se terminera le 31 janvier 2003.

L'UNIVERSITÉ McGILL — Le Département d'études intégrées en education est à la recherche de candidat(e)s pour un poste de professeur adjoint en Éducation internationale, conduisant à la permanence et débutant le 1er août 2003 La personne choisie devra posséder un Doctorat en éducation ou dans un domaine connexe et participer à un programme actif de recherche dans un ou plusieurs des domaines suivants: mondialisation; approches nationales et culturelles en matière de savoir et de société; société et rôle de l'éducation dans le développement des pays, sexe, education et développement des societés; étude comparative transnationale de l'éducation; sociologie de l'éducation dans les pays du Sud. La personne choisie devra enseigner des cours de premier et de second cycles et superviser les étudiants de Maîtrise et de Doctorat. Une expérience humaine et professionnelle de diverses cultures serait un atout, comme la connaissance du français Tous les candidats qualifiés sont invités à poser leur candidature bien que la priorité soit donnée aux citoyens canadiens et aux résidents permanents. L'université McGill souscrit à l'équité en matière d'emploi. Les lettres de candidature, un curriculum vitae d'accompagnement et le nom de trois répondants doivent être soumis au Dr Steve Jordan, Directeur, Comité de recrutement en education internationale, Université McGill, 3700, rue McTavish, Montréal, QC, H3A 1Y2 (courriel: steven.jordan@mcgill.ca; télécopieur: 514-398-4529 ou 514-398-7436). L'appel de candidatures se terminera le 31 janvier 2003.

EDUCATIONAL ADMINISTRATION

THE UNIVERSITY OF SASKATCHEWAN — The Department of Educational Administration invites applications for one Tenure Track position at the rank of Assistant Professor. Applicants will have a PhD and administrative experience Preferred areas of expertise are administrative leadership, planning and data-based decision making, technological leadership and law. The duties include teaching at the undergraduate and graduate levels, scholarly research, and involvement in the outreach activities of the department. The Department has a commitment to the undergraduate program; however, the majority of its work is at the graduate level. It offers a Masters (non-thesis and thesis) as well as a PhD program. The University of Saskatchewan and the Department is committed to the teacher-scholar model. Department research areas include rural education, school effectiveness and learning communities, restructuring and governance, leadership and leadership ethics, and Aboriginal leadership and governance located within the Department is the Saskatchewan Educational Leadership Unit. The Department through the Leadership Unit annually hosts the Saskatchewan Principals' Short Course and the Congress on Rural Education. As well, the Department is the centre for the Journal of Educational Administration and Foundations for the next three years. The Department is very active in doing research and consulting work at the school division and international levels. The University of Saskatchewan is committed to Employment Equity Members of designated groups (women, Aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their application. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority Applications will be received until February 15th 2003. The expected date starting date is July 1, 2003, pending availability of suitable applicants. Applicants should send their application with curriculum vitae, a statement of teaching and research interests, evidence of teaching quality, and the names of three references to: Dr. K.G. Jacknicke, Dean, College of Education, University of Saskatchewan, 28 Campus Drive, Saskatoon, SK S7N 0X1. For more information visit www.usask.ca/education.

EDUCATIONAL POLICY & LEADERSHIP EDUCATION

THE UNIVERSITY OF WINDSOR invites applications for tenure-track faculty positions in the Faculty of Education in the areas of Mathematics, Music, Language Arts, Social and Cultural Foundations, Science and Educational Policy and Leadership commencing July 1, 2003. Subject to Budgetary Approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Pat Rogers, Dean, Faculty of Education, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253 3000, Ext. 3801; Fax: 519 971 3612; Email: progers@uwindsor.ca For information on the University of Windsor or the City of Windsor, contact Dr. Janice Diakiw, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca

EDUCATIONAL POLICY STUDIES

THE UNIVERSITY OF ALBERTA — The Department of Educational Policy Studies, Faculty of Education invites applications for a full-time tenure-track position in Adult Education commencing July 1, 2003. The appointment normally will be made at the Assistant Professor level, with a salary commensurate with this level, with the possibility of an appointment at a more senior level. The Department of Educational Policy Studies is a multidisciplinary department that excels in developing and disseminating scholarship that explores educational policies and practices as they pertain to leadership, society, culture, and lifelong learning. The Department enrolls a large number of graduate students in master's and doctoral programs and fulfills a major commitment to the undergraduate programs of the Faculty of Education. At the undergraduate level, the Department provides teaching and advising in the Faculty of Education minors of Intercultural/International Education, Native Education, and Religious and Moral Education, and provides teaching support for required courses in adult, elementary, and secondary education. In graduate studies, the Department fosters flexible and collaborative programming for specializations in Adult Education, Educational Administration and Leadership, First Nations Education, and Theoretical, Cultural, and International Studies in Education. The effectiveness of the Department is enhanced by collaborative relationships with relevant practitioners and practitioner organizations outside the University. The Adult Education specialization provides advanced study for individuals who work with adults in the capacity of teaching, administration, or community leadership within a variety of institutional, community, and workplace settings throughout the world, including institutions of higher education and postsecondary education. The successful candidates' responsibilities will include undergraduate and graduate teaching, supervising graduate students, developing and sustaining a personal program of research, and may include supervision of undergraduate interns and advising undergraduate students. Applicants should have a doctoral degree, and a strong commitment to research, scholarly publication, and teaching Priority in hiring will be given to applicants specializing in one of the following areas: community-based education and social movements; comparative higher education, or contemporary theorizing in adult and higher education. Applicants qualified to contribute to other specializations in the Department and who bring a policy focus to their scholarship should provide details in their applications. The successful applicant will be expected to work closely with existing faculty to promote and further develop the Adult Education specialization. Applications should include a letter indicating clearly the position being sought and outlining potential contributions to the Department, a curriculum vitae, a sample of scholarly work, and the names of three referees, and be sent to Stephen P. Norris, Chair, Department of Educational Policy Studies, 7-104 Education North, University of Alberta, Edmonton, Alberta, Canada T6G 2G5. The application deadline is January 31, 2003 All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

EDUCATIONAL PSYCHOLOGY

THE UNIVERSITY OF ALBERTA — The Department of Educational Psychology at the University of Alberta invites applications for a tenure-track position in TESL effective July 1, 2003. The appointment is at the Assistant Professor level with a salary commensurate with this level Applicants should have a PhD in TESL or equivalent. Teaching experience in both ESL and TESL settings is necessary, as is evidence of a strong commitment to scholarly research and publication in the fields of SLA and TESL. The successful candidate will be responsible for teaching courses at both the undergraduate and graduate level as well as supervision of graduate students. It would be helpful if the applicant could also teach general Educational Psychology courses. The faculty within the TESL program have strong ties to the ESL community; the successful applicant will demonstrate contributions to the profession at the community level Applications including a current curriculum vitae, the names of three referees, a statement of research interests, and a sample of scholarly work should be submitted to Dr. Linda Mc-Donald, Chair, Department of Educational Psychology, University of Alberta, Edmonton, Alberta, Canada T6G 2E5 Only complete applications received by January 31, 2003 will be considered. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

ELEMENTARY EDUCATION

THE UNIVERSITY OF ALBERTA — The Department of Elementary Education invites applications for a full-time tenure-track position in the area of Elementary Science Education The appointment will be at the Assistant Professor level with a salary commensurate with this level The date of appointment will be July 1, 2003 or January 1, 2004 Applicants should have a

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McGill

Tenure-Track Positions
Faculty of Music

McGill's Faculty of Music is an institution of international quality where the art of music making and the science of music research work in ensemble for the advancement of learning through musical experience. Building on a strong base of studio and classroom teaching, the Faculty is renowned for its orchestral and operatic training programs, for its jazz, early music, and contemporary music activities, and for its award-winning creative and research work in composition, theory, music education, musicology, and music technology The Faculty is also headquarters for CIRMMT, the Centre for Interdisciplinary Research in Music Media and Technology, an inter-faculty, inter-university, international consortium of researchers, musicians, and industrial partners in sound recording, electrical and computer engineering, acoustics, psychology, neuroscience, physiology, and music technology. The Faculty invites applications for tenure-track positions at the assistant or associate professor rank in the following areas:

Department of Theory

Composition: significant national and international profile as a composer and ongoing commitment to teaching in a university environment.

Musicology: productive scholar and dynamic teacher/supervisor with specialization in early music (pre-1750) OR recent repertoires (post-1945, art music/and or popular music); ability to teach performance practice an asset.

Sound Recording/Music Technology: emerging scholar to supervise graduate-level research at leading edge of scientific development in sound recording and related technologies (CIRMMT).

Sound Recording/Music Technology: senior professional to train highly qualified personnal for sound recording industry (CIRMMT).

Department of Performance

Violin: significant international performance profile and extensive teaching experience.

Voice: proven record of studio teaching at university/professional level based on substantial experience in opera and concert performance

Opera Coaching: established professional with broad experience coaching singers and ability to train and coordinate coaching staff in productions and graduate programs.

Applicants should submit curriculum vitae and statement of research/professional and teaching interests, and arrange to have three letters of reference sent to the appropriate departmental chair. **Prof. Gordon Foote, Chair, Department of Performance,** (514) 398-4542, gordon.foote@mcgill.ca OR **Prof. Brian Cherney, Chair, Department of Theory,** (514) 398-4540, brian.cherney@mcgill.ca, fax for both: (514) 398-1540, address for both: **McGill University, Faculty of Music, 555 Sherbrooke Street West, Montreal, QC, H3A 1E3.** Review of applications will begin immediately with interviews scheduled in January 2003 for appointments August 2003. Positions are subject to final budgetary aporoval

All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents of Canada will be given priority. McGill University is committed to equity in employment.

www.mcgill.ca/music

Memorial
University of Newfoundland

Faculty Positions
SIR WILFRED GRENFELL COLLEGE
Corner Brook, Newfoundland

Sir Wilfred Grenfell College is a small (1100 students) Liberal Arts and Science institution and the Corner Brook campus of Memorial University of Newfoundland. Memorial is the largest university in Atlantic Canada and, as the Province's only university, plays an integral role in the educational and cultural life of Newfoundland and Labrador through offering diverse graduate and undergraduate programmes to almost 16,000 students. At Sir Wilfred Grenfell College, our emphasis is on a small-class environment and teaching excellence in distinctive multi- and interdisciplinary degree programmes with four-year Bachelor's degrees in Arts (English, environmental studies, historical studies, humanities, psychology, and social/cultural studies), Fine Arts (theatre and visual arts), Science (environmental science, and psychology), and Nursing. Visit our website: www.swgc.mun.ca.

Corner Brook (population 22,000) is a safe and friendly city with excellent recreational and cultural facilities, situated in an area of great natural beauty, overlooking the Bay of Islands and affording a spectacular view of the Blomidon Mountains. The City is some 80 kilometers from Gras Morne National Park, a UNESCO World Heritage Site, and 10 kilometers from Marble Mountain, one of Eastern Canada's premier downhill ski resorts.

The College seeks applications for the following tenure-track and teaching term appointments. Except where specified, these positions require the completion or near completion of a PhD. Note that, unless otherwise specified, all teaching term appointments will be of the contract period of August 18, 2003 to April 30, 2004

Division of Arts

English — A teaching term appointment. Candidates should have expertise in the area of Canadian Literature with evidence of teaching experience. The successful candidate will also be responsible for teaching classes in first-year English Language and Literature.

English — A teaching term appointment. Candidates should have expertise in the area of Dramatic Literature, including Modern and Contemporary Drama, with evidence of teaching experience. The successful candidate will also be responsible for teaching classes in first-year English Language and Literature.

French — A teaching term appointment. The successful candidate will have experience in teaching French as a second language at the undergraduate level. Duties would include teaching primarily beginners' and intermediate language courses, as well as developing first-year curriculum using computer-assisted language learning. Candidate should be a native or near-native speaker of French and English.

Historical Studies — A teaching term appointment. The successful candidate should be prepared to teach courses in introductory history and in at least two of the following areas: history of Greece and Rome, medieval history, and/or early modern European history. These courses are offered as an essential component of the Historical Studies programme.

Division of Social Science

Economics/Environmental Studies — A tenure track appointment to commence July 1, 2003. This position supports an interdisciplinary Environmental Studies B.A. program, the initial years of a bachelor's program in Economics, and a minor in Business. Within the Environmental Studies program, the candidate should be prepared to teach introductory micro- and macro-economics, environmental economics, environmental impact assessment, and to lead the senior interdisciplinary Environmental Studies seminar.

Social/Cultural Studies — A tenure track appointment to commence July 1, 2003. The successful candidate will teach in the Social/Cultural Studies programme. This interdisciplinary B.A. degree programme includes courses in Anthropology, Folklore and Sociology, as well as several fourth-year seminars which specifically link the perspectives and methods of the three constituent disciplines. The applicant would be required to teach in both Anthropology and Folklore, to have an active research profile in either (or both) of those areas, and to possess a commitment to interdisciplinary scholarship.

Sociology — A teaching term appointment. The successful candidate should be prepared to teach courses in introductory sociology, classical social theory, gender and society, and technology and society. These courses are offered as an essential component of the Social/Cultural Studies programme, an interdisciplinary Bachelor of arts degree linking sociology, anthropology, and folklore.

Division of Fine Arts

Theatre — A 4.5 month teaching term appointment (commencing August 18, 2003 - ending December 31, 2003). Professional director to teach acting and one or both of directing and theatre history, and to direct a major production. Professional experience and MFA or equivalent required.

Visual Arts — A teaching term appointment. Expertise in Painting and either Drawing or 3-D Design Foundation required. Teaching experience in all levels of Painting and in one of either Drawing or 3-D Design; working knowledge of traditional methods, contemporary issues and practices, and safe studio practices. MFA or equivalent required. Send exhibition record, teaching philosophy, and slides of recent work with application.

All appointments are subject to budgetary approval. Salary will reflect qualifications and experience in accordance with the Collective Agreement governing faculty at Memorial University of Newfoundland.

Applications will be accepted until **February 1, 2003** or until a position is filled. A letter indicating the position applied for, as well as a curriculum vitae, teaching dossier, other materials where specified, and the names of three references should be sent to: **Dr. Tom Daniels, Vice-Principal, Sir Wilfred Grenfell College, Memorial University of Newfoundland, Corner Brook, NF, A2H 6P9,** Telephone: 709-637-6231, Fax: 709-637-6218. Email tdaniels@swgc.mun.ca.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

DEAN, COLLEGE OF EDUCATION

University of Saskatchewan

The University of Saskatchewan, with 17,500 degree students, offers a full range of curricula in thirteen colleges, including the full range of health sciences colleges. The College of Education comprises the Departments of Educational Administration, Curriculum Studies, Educational Foundations, and Educational Psychology and Special Education, and demonstrates leadership in First Nations education offering four programs designed to meet the needs of First Nations and Métis students. Enrollment in the four year Bachelor of Education program for 2001-02 was over 1,200 students. There are also 450 full and part-time graduate students. For more information please consult www.usask.ca (University) or http://www.usask.ca/education/ (College of Education).

Leading at a time of significant change in the educational needs of the Province of Saskatchewan, the new Dean will direct program revitalization, faculty renewal, opportunities for research development, and heightened interdisciplinary collaboration, and will enhance the profile and reputation of the College, on and off campus.

The successful candidate will have a Ph.D. or Ed.D., be an energetic and creative leader, able to capitalize on funding opportunities, an effective administrator and an exemplary educator, committed to scholarship, collegiality and diversity, and will possess a strong record of research and publication.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Saskatchewan is committed to employment equity. Members of designated groups (women, Aboriginal people, people with disabilities and visible minorities) are encouraged in their applications to identify themselves as members of these groups.

Should you want to learn more about this unique leadership opportunity, call Libby Dybikowski or Jill Tolliday at (604) 913-7768 or forward your CV, a letter of introduction and the names of three referees in confidence to Provence Consulting, Suite 202 – 1555 Marine Drive, West Vancouver, BC V7V 1H9 Fax: (604) 913-8356, e-mail search@provenceconsulting.com To apply on line, go to www.provenceconsulting.com *We will communicate with all who express interest.*

Provence consulting inc.

RYERSON UNIVERSITY

Canada's leading university for applied education with over 40 career-oriented undergraduate and graduate programs, distinguished by their relevant curriculum and applied research, scholarly and creative activities. Canada's largest Continuing Education Division, offering courses and certificates for personal and professional development.

FACULTY POSITIONS

The Department of Mechanical, Aerospace & Industrial Engineering invites applications for a number of tenure-track faculty positions commencing August 1, 2003 or earlier. The Department offers four-year accredited programs leading to Bachelor of Engineering degrees in Mechanical Engineering, Aerospace Engineering and Industrial Engineering. In addition, the Department offers a graduate program leading to either an M.A.Sc. or M.Eng. degree. Expansion of research and further development of graduate studies in preparation for the offering of a Ph.D. program are priorities for the Department. The successful applicants will be expected to contribute to these initiatives. All advertised positions are subject to budgetary approval.

Aerospace Engineering

Two tenure-track faculty positions are available at the level of Assistant Professor in the areas of *avionics* and *gas turbine engines*. The primary qualifications for these positions, in addition to an earned doctorate in Aerospace, Mechanical Engineering or a closely related discipline, are a demonstrated ability to perform high quality research, a strong commitment to teaching and training of students at both undergraduate and graduate levels, and ability to acquire research sponsorship. Applicants should be registered or eligible for registration as a professional engineer in Ontario.

For the *avionics* position, candidates are sought with expertise in one or more of the following areas - modeling and simulation of aerospace vehicles and systems, flight dynamics and control, navigation systems and MEMS with aerospace applications. Both analytical and experimental research is of strong interest. Those with a degree and/or strong background in Electrical Engineering are encouraged to apply.

For the *gas turbine engines* position, candidates are sought with expertise in one or more of the following areas – modeling/testing of gas turbine engine component performance, steady and dynamic operation conditions, modeling/testing of internal and reactive flows in gas turbine engine components, fluid-structure interaction in gas turbine engines, gas turbine engine design improvements for aerospace applications. Both analytical and experimental research is of strong interest.

Mechanical Engineering

One tenure-track faculty position is available at the level of Associate or Full Professor subject to qualifications and experience. Applicants should have a Ph.D. in Mechanical Engineering or closely related discipline, a strong teaching/research record and should be registered or eligible for registration as a professional engineer in Ontario. The successful candidate should have strong, established research in any one or more of the areas of energy, heat transfer, combustion and building energy systems. The ideal candidate would have combined experimental/numerical research capabilities.

Applications with a curriculum vitae and the names and addresses of three referees should be sent, no later than February 28, 2003, to: Dr. S. Bhole, Professor and Chair, Department of Mechanical, Aerospace & Industrial Engineering, Ryerson University, 350 Victoria Street, Toronto, Ontario, Canada, M5B 2K3. Fax 416-979-5265. E-mail: sdbhole@ryerson.ca. Applicants should identify the position they are applying for. Applications received after this date will continue to be considered until suitable candidates are found. We thank all candidates for applying; however, only those selected for an interview will be contacted.

Ryerson University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal peoples, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

RYERSON UNIVERSITY

need a job? get a head start on the job hunt ... the bulletin career classifieds are online www.caut.ca

doctorate, or near completion of a doctoral program, with specialization in science education at the elementary level. Expertise in Aboriginal education, multicultural education and/or technology integration would also be an asset. Applicants should provide evidence of successful teaching experience in elementary classrooms as well as evidence of an on-going or developing program of research in elementary science education. Applicants with good science content knowledge, with knowledge of design technology education at the elementary level, and with experience in designing professional development activities for teachers and/or developing teacher resources are preferred for this position. Major instructional responsibilities will involve teaching undergraduate and graduate courses in curriculum and instruction in science education. Supervision of field experiences and graduate supervision may also be involved. Applications, including a letter outlining potential contributions to the Department, a curriculum vitae, a sample of scholarly work, and the names of three referees, should be sent to Dr. Dianne Oberg, Chair, Department of Elementary Education, Faculty of Education, University of Alberta, Room 551 Education South, Edmonton, Alberta T6G 2G5, Fax: (780) 492-7622. The application deadline is February 14, 2003. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

THE UNIVERSITY OF ALBERTA — The Department of Elementary Education invites applications for a full-time tenure-track position in the area of Early Childhood Education. The appointment is at the Assistant Professor level with a salary commensurate with this level. The date of appointment will be July 1, 2003. Applicants for this position should have a doctorate, or near completion of a doctoral program, with specialization in early childhood education. Expertise in Aboriginal education, multicultural education and/or technology integration would be an asset. Applicants should provide evidence of successful teaching experience in primary and/or elementary classrooms as well as evidence of an on-going or developing program of research. Major instructional responsibilities will involve teaching undergraduate and graduate curriculum and instruction courses as well as supervision of graduate students. Other instructional duties may include supervision of field experiences and/or involvement with the faculty and staff of the Department's Child Study Centre. The Child Study Centre in the Department of Elementary Education provides an international model for enriched childhood learning. The Centre strives to meet the learning needs and interests of children aged 3 to 10 years through a varied and innovative program featuring project-based learning. The Centre also provides opportunities for observation and research for students and faculty. Applications, including a letter outlining potential contributions to the Department, a curriculum vitae, a sample of scholarly work, and the names of three referees, should be sent to Dr. Dianne Oberg, Chair, Department of Elementary Education, Faculty of Education, University of Alberta, Room 551 Education South, Edmonton Alberta T6G 2G5; Fax: (780) 492-7622. The application deadline is February 14, 2003. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

ENGINEERING

THE UNIVERSITY OF MANITOBA — The Department of Mechanical and Industrial Engineering invites applications for a full-time, tenure-track faculty position in the area of Manufacturing Systems with expertise in one or more of the following fields: modeling, analysis and simulation of manufacturing systems, lean manufacturing and manufacturing information processing. Industrial experience in related areas is desirable. Opportunities exist for collaboration with colleagues working in the following areas: CAD/CAM/CIM, systems integration, robotics and teleoperation, automatic controls, process planning, virtual reality in manufacturing environments, rapid prototyping and manufacturing processes. Candidates should show evidence of strong interest and ability in teaching and research. The appointments will be at the rank of Assistant Professor. The starting date for this position is July 2003 or shortly thereafter. Candidates must have a PhD degree in a field related to the required areas of specialization and be eligible for membership in the Association of Professional Engineers and Geoscientists of the Province of Manitoba. The duties of the successful candidate will include undergraduate and graduate teaching, supervision of graduate students and the development of an active, externally-funded research program. Ability to interact with industry would be an asset. The Department of Mechanical and Industrial Engineering is responsible for two fully-accredited undergraduate programs (Mechanical Engineering and Industrial Engineering) and an option in Aerospace Engineering. The Department has a new program in Manufacturing Engineering to replace Industrial Engineering. The Department is very active in graduate teaching and research at the M.Eng., M.Sc. and PhD levels. Currently, there are two NSERC Industrial Chairs (one senior and one junior) established in the area of Aerospace Materials. The Department has identified advanced manufacturing as its focus to which all areas of expertise can contribute. The Department presently has 23 academic staff, 14 support staff, several post-doctoral fellows, research associates and visiting scholars, as well as approximately 90 graduate students and 300 undergraduate students. Additional information on the Department can be found at our website http://www.umanitoba.ca/faculties/engineering/mech_and_ind/ Winnipeg is a mature city with rich recreational and cultural opportunities. It combines the amenities of urban life with easy access to the countryside and to northern lakes and forests. Housing prices are low by North American standards. Additional information can be found at: www.city.winnipeg.mb.ca and www.gov.mb.ca. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should send a resume, the names and addresses of at least three references and a one-page statement of research and teaching goals. Please submit all materials to Professor S. Balakrishnan, Chair of the Search Committee, Department of Mechanical and Industrial Engineering, University of Manitoba, Winnipeg, Manitoba, Canada R3T 5V6; Phone (204) 474-9803 (or 474-6540), Fax (204) 275-7507. All e-mail enquiries should be sent to vyas@ms.umanitoba.ca to the attention of S. Balakrishnan. Applications will be accepted until the position is filled. Review of applications will begin shortly after March 1, 2003.

THE UNIVERSITY OF WINDSOR invites applications for faculty positions in the Faculty of Engineering in the areas of Electrical and Computer Engineering commencing July 1, 2003. Subject to Budgetary Approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Graham Reader, Dean, Faculty of Engineering, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2566; Fax: 519 971 3622; Email: appteng@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca

THE UNIVERSITY OF WINDSOR invites applications for faculty positions in the Faculty of Engineering in the areas of Electrical and Computer Engineering, Industrial and Manufacturing Systems Engineering and Mechanical, Automotive and Materials Engineering commencing July 1, 2003. Subject to Budgetary Approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions Contact: Dr. Graham Reader, Dean, Faculty of Engineering, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519 253 3000, Ext. 2566; Fax: 519.971.3622; Email: appteng@uwindsor.ca . For information on the University of Windsor or the City of Windsor, contact Dr Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca

THE UNIVERSITY OF WINDSOR invites applications for faculty positions in the Faculty of Engineering in the areas of Industrial and Manufacturing Systems Engineering commencing July 1, 2003. Subject to Budgetary Approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Graham Reader, Dean, Faculty of Engineering, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519 253. 3000, Ext. 2566; Fax: 519.971.3622; Email: appteng@uwindsor.ca . For information on the University of Windsor or the City of Windsor, contact Dr Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca

THE UNIVERSITY OF WINDSOR invites applications for faculty positions in the Faculty of Engineering in the areas of Mechanical, Automotive and Materials Engineering commencing July 1, 2003. Subject to Budgetary Approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions Contact: Dr. Graham Reader, Dean, Faculty of Engineering, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519 253.3000, Ext. 2566; Fax: 519 971 3622, Email: appteng@uwindsor.ca For information on the University of Windsor or the City of Windsor, contact Dr Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca

THE UNIVERSITY OF ALBERTA — The Department of Chemical and Materials Engineering invites applications for a tenure-track faculty position at the Assistant Professor level in the general areas of energy and/or energy and the environment. The position is currently open and will be filled as soon as possible. Candidates must either hold a PhD in Chemical Engineering, or related field, or expect to receive one shortly after taking up their appointment. Successful candidates will be expected to establish viable and productive research programs, and teach both graduate and undergraduate courses. The position is intended to complement our current strength in Utilization of Fossil Energy Resources and Interfacial Phenomena. One component of the research program will be airborne toxin emission control from coal combustion, to complement an NSERC-EPCOR-AERI Industrial Research Chair in Advanced Coal Cleaning and Combustion Technology. For information about our Department, please consult our web site at http://www.ualberta.ca/CMENG/. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. A resume, the names of three confidential references, and a statement of current research interests and plans for future research should be sent to Dr. D. Mahajan, Department of Chemical and Materials Engineering, University of Alberta, Edmonton, Alberta, Canada T6G 2G6. Applications are requested prior to December 15, 2002. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Mechanical Engineering invites applications for a tenure-track faculty position at the Instructor level. The starting date will be March 1, 2003, or as soon as possible thereafter. The successful candidate will hold a M.Sc or PhD degree or equivalent in Mechanical Engineering or a closely related field, and will be expected to register as a Professional Engineer in British Columbia. Industrial experience in Mechanical Engineering design will be a significant asset. The Department is presently developing a novel second-year undergraduate teaching curriculum that emphasizes practical understanding and the application and connectivity of fundamental engineering ideas (see www.mech.ubc.ca/undergraduate/Mech2/Mech2Proposal.shtml). The successful candidate is expected to take on a major role in this program. Further information on the department is available at www.mech.ubc.ca, and information on the employment environment in the Faculty of Applied Science is available at www.apsc.ubc.ca/careers. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The position is subject to final budgetary approval. Applicants should submit a detailed resume, a statement (1-2 pages) of teaching interests, and names and addresses (fax/e-mail included) of four referees to: Professor Nimal Rajapakse, PEng., Head, Department of Mechanical Engineering, The University of British Columbia, Vancouver, B.C., Canada V6T 1Z4. The closing date for applications is December 31, 2002. Please do not forward applications by e-mail

YORK UNIVERSITY — The Department of Earth and Atmospheric Science invites applications for a tenure track faculty position in Geomatics Engineering effective July 1, 2003. The appointment is at the Assistant Professor level. The selected candidate is expected to conduct active research and provide leadership in one of three two Geomatics core fields: (1) photogrammetry and remote sensing, (2) positioning and navigation, and to contribute to the development of both undergraduate and graduate programs. In addition, the selected candidate is expected to teach undergraduate courses from among the following areas: Surveying, Cadastral Surveys, Adjustments, Positioning and Navigation, Photogrammetry, and Digital Imaging. It is also expected that the selected candidate develop a strong research program and be capable of attracting external funding for the research activities and graduate student support. The successful candidate will have a PhD in a geomatics-related engineering, or science field. Membership or eligibility for membership in the Association of Professional Engineers of Ontario is also required. York University has established a new academic program in Geomatics Engineering as part of an Engineering program that includes Space Engineering and Computer Engineering. Related information about the program can be found at http://www.eng.yorku.ca/. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Faculty of Pure and Applied Science welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs/ or a copy can be obtained by calling the affirmative action office at 416-736-5713. Canadian citizens and permanent residents will be considered first for this position. Applications, with a detailed curriculum vitae and the names and addresses of four references, should be sent by January 31, 2003, to Dr. Vincent Tao, Canada Research Chair in Geomatics, Chair of the Geomatics Engineering Faculty Search Committee, Department of Earth and Atmospheric Science, York University, 4700 Keele Street, Toronto, ON, Canada M3J 1P3, E-mail: eas@yorku.ca

THE UNIVERSITY OF SASKATCHEWAN — The Department of Electrical Engineering invites applications for a tenure track faculty position at the Assistant Professor level in the area of power electronics or power system control. The successful candidate is expected to take a strong leadership role in the development of an active research program and be involved in teaching and development of undergraduate and graduate courses. Candidates should hold an earned PhD degree in Electrical Engineering and have demonstrated potential for teaching. Excellent facilities and programs exist for research in communication systems, electric power systems, materials, and integrated circuits. The Department currently has approximately 200 undergraduate and 80 graduate students and offers B.Sc., M.Eng., M.Sc. and PhD degrees. An open and collegial environment exists amongst the students and faculty. The Department has a strong and well-recognized research and education program in the power systems area. The Power Systems Research Group of the Department of Electrical Engineering has been in existence for more than thirty years and is internationally recognized for its significant research contributions. Present areas of research within the group include power system analysis, reliability, protection, operation, dynamics and electrical machines. Applications with complete curriculum vitae, names of three references and a statement of teaching and research interests should be addressed to Dr. K. Takaya (eesearch@engr.usask.ca), Head, Department of Electrical Engineering, 57 Campus Drive, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 5A9. Applications should be received by January 31, 2003 or until the position is filled. All qualified candidates are encouraged to apply; however, Canadian and permanent residents of Canada will be given priority. The University of Saskatchewan is committed to Employment Equity. Members of designated groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their application.

RYERSON UNIVERSITY — The Department of Electrical and Computer Engineering invites applications for tenure track faculty positions at the Assistant or Associate Professor level in connection with the expansion in the general area of computer engineering. The positions are primarily in the area of software engineering, computer architecture, and embedded systems. Applications will also be accepted from outstanding candidates with strong software background in closely related fields in computer and electrical engineering. The starting dates for these positions are August 2003. The candidates must have a PhD degree in Electrical/Computer/Software Engineering or Computer Science, and a strong commitment to teaching and research with the ability to establish or maintain a dynamic research program in their fields of expertise. Industrial experience will be a definite asset. P.Eng. registration, or eligibility and commitment to register as a professional engineer are a necessary condition for appointment. The level of appointment and salary will be commensurate with the qualifications of the candidates. The Department currently has 35 full-time faculty and approximately 800 undergraduate students pursuing Bachelor of Engineering degrees in the accredited Electrical Engineering program. In September 2002, the Department began offering a stand-alone Computer Engineering program. The Department has undergone considerable expansion and development of research and graduate studies. Over 100 students are enrolled in M.A.Sc. and M.Eng. graduate programs in Electrical and Computer Engineering, and Computer Networks. A PhD program is planned to commence in 2004. Faculty members of the Department are engaged in a variety of research areas, including embedded systems, computer architecture, biomedical engineering, digital communications, signal processing and multimedia, power electronics, control systems, VLSI, wireless and optical communications, applied electromagnetics and computer networks. Increasing emphasis is being placed on collaborative research and partnerships with industry. The Department houses Ryerson's first Canada Research Chair (Tier I, Signal Processing and Multimedia), and other faculty who are distinguishing themselves with Premier Research Excellence Awards, and investments from CFI, Micronet, and other granting councils. The Department will move into the new $65 million Centre for Computing and Engineering in 2004. Further information is available at the departmental website http://www.ee.ryerson.ca. Applicants should send a complete resume, a detailed list of publications in the last 7 years, the names of three references, and a statement of research and teaching interests to: Chair, Department of Electrical and Computer Engineering, Ryerson University, 350 Victoria Street, Toronto, Ontario, Canada, M5B 2K3, Fax: (416) 979-5280, E-mail: recruit@ee.ryerson.ca. Applications should be received by February 1, 2003, but will continue to be accepted after this date until the position is filled. Ryerson University has an employment equity program and encourages applicants from all qualified individuals including women, Aboriginal peoples, persons with disabilities, and members of visible minorities. Members of designated groups are encouraged to self-identify in accordance with the Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

THE UNIVERSITY OF TORONTO — The Department is inviting applications for several tenure-stream positions. We are seeking outstanding candidates who will build innovative research programs in the areas mentioned below. We especially welcome applications from strong individuals with interdisciplinary research interests. Most appointments will be at the Assistant or Associate Professor level. Exceptional candidates with appropriate experience will be considered for tenured appointments at the Full Professor level and for two Endowed Chair positions. Computer Engineering: Applications are invited in all areas of computer engineering, including computer architecture, systems software, distributed systems, embedded systems, VLSI systems, and computer networks. Energy Systems: Areas of interest include alternative energy systems, power systems or power electronics. The ideal candidate will have a strong background in the area of systems control and protection. This is an excellent opportunity for individuals who are interested in developing an innovative research program in collaboration with colleagues and with industry. Nanoengineering: Areas of interest include nanoengineering and its applications in electronic, photonic, electromagnetic, and biomedical devices, circuits, and systems. We particularly welcome applications from candidates who have interdisciplinary research interests spanning the traditional boundaries between these areas. Systems Control: We are seeking candidates who will develop an experimentally-based research program in collaboration with colleagues in other fields. Application areas include but are not limited to robotics, energy systems, industrial automation, and the life sciences. The Department consistently ranks among the top 10 departments in its field in North America. It attracts outstanding students, has excellent research facilities, and is ideally located in the middle of a vibrant cosmopolitan city. Additional information can be found at: http://www.ece.toronto.edu. All positions involve teaching and research. A PhD degree is required. Applicants should send a curriculum vitae, a statement of teaching and research interests, and a list of at least three references to: Professor Safwat G. Zaky, Chair, The Edward S. Rogers Sr. Department of Electrical and Computer Engineering, University of Toronto, 10 King's College Road, Toronto, Ontario, M5S 3G4, Canada. The search will continue until the positions are filled. To ensure consideration, interested individuals should send an application before January 15, 2003. Selection will be based on excellence in research and teaching. All qualified candidates are encouraged to apply, however, priority will be given to Canadian Citizens and Permanent Residents. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from women, visible minority group members, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas.

THE UNIVERSITY OF BRITISH COLUMBIA — Applications are invited from outstanding individuals for a tenure-track faculty position at the Assistant Professor level in transportation engineering within the Department of Civil Engineering at the University of British Columbia. The successful candidate will be expected to hold a PhD in civil engineering or a related field. Applicants should either have, or be willing to pursue, registration with the Association of Professional Engineers and Geoscientists of British Columbia. The successful candidate will be expected to develop a strong, externally funded research program, and participate in undergraduate and graduate teaching and supervision of graduate students. We seek candidates with experience and research interest in one or more of the following areas: intelligent transportation systems; transportation demand modeling, advanced traffic control and management; application of advanced technologies in transportation, transportation infrastructure design and management. Other areas of transportation engineering may also be considered. Further information about the Department of Civil Engineering is available at www.civil.ubc.ca. Information on the employment environment in the Faculty of Applied Science is available at www.apsc.ubc.ca/careers. Applications should include a detailed curriculum vitae, one-page statements describing research and teaching interests, the names and contact details of four referees, and citizenship status. The closing date for applications is January 15, 2003. Applications should be sent by mail or courier, but not by e-mail, to: Head, Department of Civil Engineering, University of British Columbia, 2324 Main Mall, Vancouver, B.C., Canada, V6T 1Z4. The position is available effective July 1, 2003, and is subject to final budgetary approval. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

THE UNIVERSITY OF BRITISH COLUMBIA — Applications are invited from outstanding individuals for a tenure-track faculty position at the Assistant Professor level in structural engineering within the Department of Civil Engineering at the University of British Columbia. The successful candidate will be expected to hold a PhD in Civil Engineering or a related field. Applicants should either have, or be willing to pursue, registration with the Association of Professional Engineers and Geoscientists of British Columbia. The successful candidate will be expected to develop a strong externally funded research program, and participate in undergraduate and graduate teaching and supervision of graduate students. We seek candidates in the area of Structural Reliability with applications to earthquake engineering and/or infrastructure renewal. The candidates will have a solid background in mechanics, and a strong interest in the application of probabilistic methods to other areas of Civil Engineering. Practical design experience is desirable. Further information about the Department of Civil Engineering is available at www.civil.ubc.ca. Information on the employment environment in the Faculty of Applied Science is available at www.apsc.ubc.ca/careers. Applications should include a detailed curriculum vitae, one-page statements describing research and teaching interests, and the names and contact details of four referees, and citizenship status. The closing date for applications is January 15, 2003. Applications should be sent by mail or courier, but not by email, to: Head, Department of Civil Engineering, University of British Columbia, 2324 Main Mall, Vancouver, B.C., Canada, V6T 1Z4. The position is available effective July 1, 2003 and is subject to final budgetary approval. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

CARLETON UNIVERSITY — Applications are invited for a tenure-track position at the Assistant Professor level in the Department of Mechanical and Aerospace Engineering to commence July 1, 2003. This position is subject to budgetary approval. Preference will be given to PhD graduates with a strong commitment to both teaching and research. Membership or eligibility for membership in a Canadian professional engineering association is desirable. Candidates should be ready to teach design related courses in our Mechanical and Aerospace programs, and have demonstrated interest and research ability in: product or manufacturing process design, or design synthesis. Industrial experience would be an asset. The Department offers degrees at the Bachelor's, Master's and PhD levels in both Mechanical and Aerospace engineering and there are excellent opportunities for research collaboration with industry and government institutes and laboratories. Further information on the department is available from http://www.mae.carleton.ca. Applications, with a curriculum vitae, and the names of three referees should be sent to: Professor Jonathan Beddoes, Chair, Department of Mechanical and Aerospace Engineering, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6, Telephone: (613) 520-2600 ext. 4462, Fax (613) 520-5715. All qualified candidates are encouraged to apply. The applications of Canadians and Permanent Residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. Salary will be commensurate with rank and experience. Applications will be accepted until the position is filled.

THE UNIVERSITY OF WATERLOO — The Department of Chemical Engineering invites applications for a tenure track faculty position at the level of Assistant or Associate Professor. Applications are invited from excellent Canadian or non-Canadian candidates with expertise in one of the following areas: metabolic engineering, nanobiotechnology, bioreactor design and downstream bioseparations, as they relate to the principles and practices in biomanufacturing. This position is for a nationally or internationally recognized professional with a significant research presence and interest in teaching. Exceptional candidates will be considered for appointment as a Canada Research Chair (CRC) at the Tier II level. Details about the Federal government's CRC program and selection criteria can be found at http://www.chairs.gc.ca. Research Chair positions come with significant discretionary funding and additional funding opportunities through the Canadian Foundation for Innovation (CFI). The Department of Chemical Engineering has 27 faculty members with one of the largest biochemical engineering research groups at a North American university. The successful candidate is expected to work within this interdisciplinary group. Current members have expertise in bioprocess engineering, fermentation engineering, cell culture, tissue engineering, biomimetic engineering, and environmental biotechnology. The department has a total annual enrolment of 500 undergraduates and 100 graduate students — it is one of the largest chemical engineering departments in North America. The University of Waterloo has over 23,000 students and is presently ranked first overall of the 62 Canadian universities. The scenic campus is part of the twin-cities of Kitchener-Waterloo with a population of 275,000 located 100 km SW of Toronto. The community is rated highly for its excellent living conditions. More information on the department and university is available at http://cape.uwaterloo.ca. Applications consisting of curriculum vitae, a clearly outlined research program, statement of teaching interests, names and full contact information of three referees should be sent to: I. Chatzis, Chair, Department of Chemical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including non-Canadians, women, members of visible minorities, native peoples, and persons with disabilities.

THE UNIVERSITY OF WATERLOO — The Department of Civil Engineering invites applications for tenure-track positions at the Assistant or Associate Professor rank. The preferred candidates will have a research record in Environmental and/or Water Resources Engineering. Applicants are sought who have a research interest in the analytic, numerical or stochastic simulation of contaminant transport and fluid flow in aquatic systems. The department is also seeking an individual with a research emphasis in the area of fluvial hydraulics or environmental river mechanics and who has a strong background in laboratory and/or field work or in river modeling. Applicants should have a PhD in Civil Engineering or a closely related field and eligibility for Professional Engineering registration in Ontario would be an asset. Applicants must have potential or proven ability for excellence in teaching and research. Industrial experience is desirable. The successful applicants are expected to have excellent communication skills and be able to teach undergraduate and graduate courses in a wide range of subjects in Civil Engineering and Environmental Engineering including mathematics. These appointments are subject to the availability of funds. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and fax number of at least three references. Mail to

La Faculté des arts et des sciences sollicite des candidatures pour :

- un poste de professeure ou professeur au rang d'adjoint, à l'École de criminologie dans le domaine de la recherche quantitative en criminologie clinique ;
- un poste de professeure ou professeur au rang d'adjoint au Département d'histoire de l'art dans le domaine des études cinématographiques ;
- un poste de professeure ou professeur en priorité au rang d'adjoint, au Département d'informatique et recherche opérationnelle dans le domaine de la recherche opérationnelle ;
- des postes de professeure ou professeur en priorité au rang d'adjoint, au Département d'informatique et recherche opérationnelle dans les domaines du genie logiciel, en teléinformatique et systèmes distribués (incluant le commerce électronique) et en systèmes (conception et implantation des langages de programmation, compilation, traitement parallèle) ;
- un poste de professeure ou de professeur au rang d'adjoint, au Département de littérature comparée dans le domaine de la littérature et culture arabes ;
- un poste de professeure ou de professeur au rang d'adjoint, à l'École de relations industrielles en administration des affaires et gestion des ressources humaines ;
- un poste de professeure ou de professeur au rang d'adjoint, au Département de science politique dans le domaine de la représentation politique et démocratie ;
- un poste de professeure ou de professeur, au Département de science politique dans le domaine des relations internationales.

Pour de plus amples informations, veuillez consulter notre site Web : www.fas.umontreal.ca

Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse en priorité aux citoyens canadiens et aux résidents permanents. L'Université souscrit à un programme d'accès à l'égalité en emploi pour les femmes et au principe d'équité en matière d'emploi.

www.umontreal.ca

Université de Montréal

Positions in Liberal Studies

The ACAD is the only four year bachelor's degree granting college of art and design in the Province of Alberta, and as importantly one of only four such institutions in the whole of Canada. Now 75 years old the ACAD has been in the forefront in contributing and building Canada's visual culture in both Design and the Visual Arts and Crafts.

The Liberal Studies department of the Alberta College of Art & Design has created a strategic plan, which involves a long term hiring plan for new permanent faculty positions beginning in September 2003 and extending over into 2004–2005. The Alberta College of Art and Design therefore invites applications from those interested in positions in the following three areas:

1) Visual Arts History with specialty in: Crafts, Decorative Arts, Design and Contemporary Theory
2) Visual Arts History with specialty in Canadian Visual Arts end Contemporary Theory
3) English with specialty in Contemporary Literature, related Critical Theories and crossovers with Visual Arts

All applicants should submit a letter of application outlining their teaching philosophy, a current curriculum vitae, evidence of satisfactory teaching, three letters of references, sample of recent published work and e research plan. Letters of reference should be sent directly to Human Resources.

Consult the web site to familiarize yourself with the College and its programmes www.acad.ca. All Applications should be submitted no later than **February 15, 2003** to **Human Resources, Alberta College of Art and Design, 1407-14th avenue N.W. Calgary, Alberta T2N 4R3.** For more specific information, please contact Mireille Perron, Chair, Liberal Studies. E-mail: mireille.perron@acad.ca or phone (403)284-7607.

The Alberta College of Art & Design is an equal opportunity employer.

All advertised faculty positions are subject to budgetary approval.

Chair, Department of Philosophy College of Arts

The University of Guelph invites applications and nominations for the position of Chair of the Department of Philosophy. The appointment will be made at the level of Professor and will be available commencing July 1, 2003. Candidates should have an excellent research and teaching record and proven administrative experience.

The Department has strong B.A. and M.A. programs and a longstanding joint PhD program with McMaster and Wilfrid Laurier Universities. The Department has a strong commitment to research and strength in analytical, continental, historical and contemporary philosophy and encourages candidates whose research complements or integrates these strengths. In 2003 the department will have 17 faculty members, two support staff members, approximately 30 graduate students, 140 undergraduate majors, and 2500 undergraduate course enrolments.

Salary will be commensurate with qualifications and experience.

Applications and nominations accompanied by a curriculum vitae and the names and addresses of three referees should be submitted to: **Professor Jacqueline Murray, Dean, College of Arts, University of Guelph, Guelph, Ontario, N1G 2W1.** Deadline for receipt of applications is **January 31, 2003** or until a suitable candidate is found.

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

University of Guelph

UCC
THE TOTAL EXPERIENCE

The University College of the Cariboo (UCC) is a regional institution serving south-central BC from a main campus located in Kamloops, just three and one-half hours by freeway from Vancouver. UCC features outstanding student and community facilities on a spectacular university-style campus, overlooking this dynamic and growing city of 80,000 residents. Almost 8,500 students now attend UCC to study in one of our 10 university degree programs or 50 different diploma and certificate programs, many of them unique in the province.

KAMLOOPS, BRITISH COLUMBIA

DEAN – SCHOOL OF NURSING

COMPETITION #03-506

The University College of the Cariboo invites applications for the position of Dean, School of Nursing, commencing 01 August 2003.

The School of Nursing at the University College of the Cariboo prides itself in offering certificate, baccalaureate and post-basic specialty programs. The School is exploring collaboration with a major university to offer a Master's degree in Nursing, and is engaged in international projects that offer exciting opportunities for faculty and students. With 58 faculty members and over 400 students, the School is a dynamic working and learning environment.

The Canadian Association of Schools of Nursing granted the baccalaureate program the maximum seven-year accreditation for excellence. In addition, as a partner in the Collaborative Nursing Program of B.C., the school received the Program Excellence Award from the Association of Canadian Community Colleges.

The successful candidate will be an experienced administrator and educator with knowledge of, and experience in, the nursing profession at the provincial, national and international level.

The ideal candidate will hold an earned doctorate, preferably in Nursing, and be eligible to register with the Registered Nurses Association of British Columbia (RNABC). The candidate will have a demonstrated collaborative leadership style, a progressive view of nursing education and health care, an ability to foster excellence in scholarship and research, and an ability to be an articulate spokesperson and advocate for the faculty, students, staff and the School of Nursing.

The position of Dean carries a five-year term (may be renewed for an additional five years) commencing 01 August 2003. At the completion of the term the incumbent shall assume a continuing faculty position at UCC.

For further details about this innovative School of Nursing, please visit the website at:
www.cariboo.bc.ca/nursing

CLOSING DATE FOR APPLICATIONS: 14 February 2003

In accordance with Canadian immigration laws, this ad is directed to citizens and permanent residents of Canada. The University College of the Cariboo is committed to the principle of employment equity. Please forward current curriculum vitae, quoting the Competition #03-506, with names, addresses and telephone numbers of three (3) referees, along with a copy of graduate transcripts to:

Irene Bazell, Human Resources Officer
The University College of the Cariboo
P.O. Box 3010
Kamloops, BC V2C 5N3

We wish to thank all applicants, however, only those under consideration will be contacted.

THE UNIVERSITY COLLEGE OF THE CARIBOO

Professor J.F. Sykes, Chair, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until the positions are filled.

THE UNIVERSITY OF WATERLOO — The Department of Civil Engineering invites applications for a tenure-track position at the Assistant or Associate Professor rank. Candidates should have a research record in solid mechanics and structural engineering and a strong background in one or more of the following areas: applied mathematics, structural mechanics, mechanics of materials and computational methods. Applicants should have a PhD in Civil Engineering or a closely related field and eligibility for Professional Engineering registration in Ontario would be an asset. Applicants must have potential or proven ability for excellence in teaching and research. Industrial experience is desirable. The successful applicant is expected to have excellent communication skills and be able to teach undergraduate and graduate courses in a wide range of subjects in Civil Engineering including mathematics courses at all levels. The appointment will be available to begin in January 2003 or earlier. This appointment is subject to the availability of funds. All qualified candidates are encouraged to apply; however Canadian Citizens and Permanent Residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. Interested candidate are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and fax number of at least three references. Mail to Professor J.F. Sykes, Chair, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until the position is filled.

THE UNIVERSITY OF WATERLOO — The Department of Mechanical Engineering invites applications for a tenure track position in the area of Solid Mechanics at the Assistant or Associate Professor rank. Duties will include teaching of undergraduate and graduate courses in a Co-operative Education Program, supervising graduate students, and undertaking an active research program. Experience in analytical, numerical, and experimental fatigue analysis is required. The successful applicant will have access to outstanding numerical and experimental facilities, and will join an internationally recognized research group, in the area of fatigue analysis. Strength in undergraduate design project supervision and in the teaching of mechanical design would be an asset. Applicants must hold a PhD in Mechanical Engineering and have relevant experience, potential or proven ability for excellence in teaching, excellent communication skills, and the willingness and ability to teach both undergraduate and graduate courses in Mechanical Engineering. It is anticipated that the appointment will begin in January of 2003 or as soon as possible thereafter. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and peoples with disabilities. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and a list of three referees to: Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Appointments are subject to the availability of funds.

THE UNIVERSITY OF WATERLOO — The Department of Mechanical Engineering invites applications for a tenure track position in the area of thermo-fluids aspects of fire modeling at the Assistant or Associate Professor rank. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking an active research program. This exciting opportunity is associated with a $5.6M grant from the Canada Foundation for Innovation, Ontario Innovation Trust and private sources in support of infrastructure for a new Live Fire Research Facility. It consists of a large burn room complete with wind generation capability, an ISO 9705 Single Room Fire Test and a large scale oxygen depletion calorimetry area, and several smaller scale fire test systems. This world-class facility is designed to accommodate fire modelling and experimental research into fire dynamics and fire behaviour at all scales. Experience in fire science and engineering with demonstrated ability to develop a strong interdisciplinary research program and supervise graduate students in topics related to the modelling of fire behaviour, fire dynamics, and fire safety engineering and design is required. Experience in areas such as fire investigation, forensic engineering, or fire protection would be an asset. Applicants must hold a PhD in Mechanical Engineering or a field closely related to fire science and have relevant experience, potential or proven ability for excellence in teaching, excellent communication skills, and the willingness and ability to teach both undergraduate and graduate courses in Mechanical Engineering. It is anticipated that the appointment will begin in January of 2003 or as soon as possible thereafter. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and peoples with disabilities. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and a list of three referees to: Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Appointments are subject to the availability of funds.

THE UNIVERSITY OF WATERLOO — The Software Engineering Board invites applications for a five-year, definite-term position at the rank of Lecturer, with the possibility of the appointment being converted to a permanent position. A candidate must possess a graduate degree in Software Engineering, Computer Science or Computer

UNIVERSITY OF REGINA

Faculty Positions Available

The University of Regina is a university on the move, striving for excellence in its innovative academic, research, and community service pursuits. The University is building on its strengths and looking to the future in areas as diverse as culture and heritage, energy and environment, informatics, population health, and social justice. It enjoys constructive relationships with three federated colleges, with all levels of government, and with business, research, and community partners. With 12,000 students, over 1,100 faculty and staff, and an operating budget of nearly $100 million, the University of Regina is committed to being a great place to study and work. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Regina is committed to employment equity and is a partner in the Aboriginal Employment Development Program. Deadlines and qualifications vary: please see websites.

Faculty of Administration

TENURE TRACK POSITIONS to commence July 1, 2003. Ph.D. or D.B.A. is required (or near completion). Candidates should have a research program in place and demonstrate a potential for excellence in scholarly research and teaching. Teaching responsibilities will include both undergraduate and graduate courses. The Faculty offers the Master of Business Administration, Master of Public Administration, and Master of Human Resource Management, in addition to a four year Bachelor of Administration.

Full-Time, tenure track positions at the rank of Assistant Professor (Associate Professor level considered) are available in the following areas:

- Accounting (two positions)
- Marketing (up to two positions)
- Finance (one position)
- Management Information Systems/Technology Management (one position)

Visit **www.uregina.ca/admin/recruitmentuc.html** or for more details on the institution visit **www.uregina.ca**

Submit Application and Curriculum Vitae to:
Garnet Garven, Dean
Faculty of Administration
University of Regina
Regina SK Canada S4S 0A2

Faculty of Arts

TENURE TRACK POSITIONS to commence July 1, 2003 at the rank of Assistant Professor in the following areas. Preference will be given to candidates who have an appropriate terminal degree or professional equivalent.

Submit Applications to:
Dr. R. Fisher, Dean
Faculty of Arts
University of Regina
Regina SK Canada S4S 0A2
Fax: (306) 585-5368

Department of Economics. All fields will be considered, but expertise in public policy, especially in the area of public finance, will be an asset. Visit **www.econ.uregina.ca** for more details.

Department of Geography. Position in Economic Geography and Regional Economic Development. Visit **www.uregina.ca/hr/RECRUITMENT/Faculty.html** for more details.

Department of Germanic Studies. Candidates will teach German-language courses at all levels as well as senior undergraduate literature, culture and language-of-business courses. Visit **www.uregina.ca/arts/german** for more details

School of Human Justice. Position in international justice, human rights, and social development. Visit **www.uregina.ca/arts/human-justice** for more details.

Department of Political Science. Candidates to teach courses in Comparative Politics and/or International Politics. Visit **www.uregina.ca/hr/RECRUITMENT/Faculty.html** for more details. **Email: Howard.Leeson@uregina.ca**

Department of Psychology. Position in clinical psychology. Visit **www.uregina.ca/hr/RECRUITMENT/Faculty.html** for more details.

In addition the Faculty of Arts also invites applications for **ONE YEAR TERM POSITIONS** at the rank of Assistant Professor to commence July 1, 2003 in the following areas:

Department of Economics. Applicants from all fields will be considered, but teaching and research interests in environmental or natural-resource economics will be advantageous. Candidates should have a Ph.D. or be near completion. Visit **www.econ.uregina.ca** for more details. Applications will be accepted until a suitable candidate is found.

Spanish. Candidates will have teaching responsibilities for Spanish-language courses at all levels as well as courses in literature and culture. Visit **www.uregina.ca/hr/RECRUITMENT/Faculty.html** for more details.

Faculty of Education

TENURE TRACK POSITIONS to commence July 1, 2003 at the rank of Assistant Professor in the areas of Early Childhood Education, Physical Education and Science Education. Candidates should hold a teaching certificate and a PhD or EdD or be near completion. Visit **http://education.uregina.ca/employment** for more details or contact C. Montgomery at (306) 585-4500, Fax: (306) 585-5330.

Submit Applications to:
Margaret McKinnon, Dean
Faculty of Education
University of Regina
Regina SK Canada S4S 0A2

Faculty of Fine Arts

TENURE TRACK POSITIONS to commence July 1, 2003 at the rank of Assistant or Associate Professor in the area of film and video and digital production. Preference will be given to candidates who have an appropriate terminal degree or professional equivalent:

Submit Applications to:
Kathryn Laurin, Dean
Faculty of Fine Arts
University of Regina
Regina SK Canada S4S 0A2

Department of Media Production and Studies. Should hold a Masters degree in media production and/or have a substantial portfolio of critically reviewed work. Teaching experience and a background in new media practices and/or dramatic narrative would be an asset. Visit **www.uregina.ca/hr/RECRUITMENT/Faculty.html** for more details.

Department of Music in Applied Piano. Applicants will have earned a DMA in piano performance or its equivalent. Visit **www.uregina.ca/hr/RECRUITMENT/Faculty.html** for more details.

Faculty of Science

TENURE TRACK POSITIONS to commence July 1, 2003 at the rank of Assistant or Associate Professor in the following areas. Preference will be given to candidates who have an appropriate terminal degree or professional equivalent.

Department of Computer Science. Seeking candidates with research and/or industrial experience in Software, Engineering, Multimedia, Graphics, and Computer Animation. However qualified candidates with experience in Databases and Information Retrieval, Intelligent Systems and Data Mining, Health Informatics, Programming Languages, Operating Systems, and other areas will also be considered. Visit **www.cs.uregina.ca/ad2003.html** for more details

Department of Mathematics and Statistics. Visit **www.math.uregina.ca** for more details.
Fax: (306) 585-4020

Department of Biology. Must have PhD, at least one year of postdoctoral experience, and a productive research record. Visit **www.uregina.ca/biology** or **www.uregina.ca/biology/faculty/employmentOpport.htm** for more details.
Fax: (306) 337-2410;
Phone: (306) 585-4231;
E-mail: chapco@uregina.ca
Attention: Dr. W. Chapeo

Department of Chemistry and Biochemistry. Applicants in all areas of biochemistry are encouraged to apply. Visit **www.chem.uregina.ca** for more details.

Inorganic/Physical Chemistry. Applicants with expertise in organometallic chemistry and catalysis are encouraged to apply. Visit **www.chem.uregina.ca** for more details.

Submit Applications to:
Dr. Andrew G. Wee, Head
Department of Chemistry and Biochemistry
University of Regina
Regina SK Canada S4S 0A2
Email: friebelm@uregina.ca

Faculty of Social Work

TENURE TRACK POSITION to commence July 1, 2003 at the rank of Assistant Professor in the following area. Preference will be given to candidates who have an appropriate terminal degree or professional equivalent.

Submit Applications to:
Dr. Michael MacLean, Dean
Faculty of Social Work
University of Regina
Regina SK Canada S4S 0A2
Fax: (306) 585-5691

Applicant must have direct social work practice with individuals, families or groups; competence in child welfare, Aboriginal or multi-cultural issues from an anti-oppressive social work perspective. Visit **www.uregina.ca/socwork** for more details.

UNIVERSITY OF REGINA

University of Regina,
3737 Wascana Parkway, Regina, SK S4S 0A2
Visit www.uregina.ca/hr/RECRUITMENT/Faculty.html

Engineering, and must be willing to seek Ontario registration as a Professional Engineer. The candidate must also demonstrate an aptitude for outstanding teaching in software engineering or related area. Industrial experience is desirable. This position is immediately available. Applications will be considered until the position is filled. Software Engineering is a new and distinctive professional, undergraduate program at Waterloo, jointly established by the Departments of Computer Science and Electrical and Computer Engineering. Our undergraduate programs attract some of the best students in the country. Excellent offices, laboratories, and computing facilities, and attentive support staff provided for a productive work environment. The successful applicant will be expected to support the new software engineering program. Primary duties include teaching, academic advising, managing labs and study groups, and helping to promote the program. There will be some administrative responsibilities. Scholarly activities, such as professional development and/or participation in research, are also expected. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women and members of visible minorities, native peoples, and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, statement of career objectives, and the names and e-mail addresses of three references. Supporting letters should indicate the applicant's range of teaching interests, expertise and experience. Please direct applications to: Dr. Joanne Atlee, Director of Software Engineering, University of Waterloo, Waterloo, Ontario Canada N2L 3G1 (se-director@uwaterloo.ca). Candidates should ask those named as references to direct supporting letters to the same address. This appointment is subject to the availability of funds.

THE UNIVERSITY OF WATERLOO — The Department of Electrical and Computer Engineering invites applications for several tenured or tenure-track positions in the engineering of dependable, distributed or embedded hardware and software systems. The Department seeks applicants with leadership, vision, and strong records of research accomplishments. Appointments will be made at the Full or Associate Professor levels, but exceptional applicants early in their careers may be considered for appointment at the level of Assistant Professor. Applicants should have earned a doctoral degree in Computer Engineering, Software Engineering, Electrical Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Eligibility for registrations as a Professional Engineer is desirable. The Department currently has more than 60 faculty members. The graduate programs attract outstanding Canadian and international applicants, with an enrolment of more than 250 research Master and PhD students. The undergraduate programs in Computer Engineering, Electrical Engineering and Software Engineering (which is offered jointly with the School of Computer Science) draw the top students from across Canada. The Department offers an outstanding research environment with research laboratories in software systems and engineering, digital hardware design and verification, and other E&CE areas ranging from wireless communications to microelectromechanical systems. Researchers benefit from close connections with the many high-technology companies in the Waterloo area and from the intellectual property policy of the University, which vests the rights with the inventor. Salaries will be competitive and will be determined according to the successful applicants' accomplishments, experience and qualifications. The University of Waterloo is located in the attractive two-university community of Kitchener-Waterloo (population of 300,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested Candidates should send a curriculum vita, a statement of research and teaching interests, and the names of at least three references to: Professor Sherman Shen, Coordinator, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities. These appointments are subject to availability of funds.

THE UNIVERSITY OF BRITISH COLUMBIA — Applications are invited from outstanding individuals for two tenure-track faculty positions in structural engineering within the Department of Civil Engineering at the University of British Columbia. The appointments will be made at either the Assistant Professor or Associate Professor level, depending on qualifications and experience. The successful candidates will be expected to hold a PhD in civil engineering or a related field. Applicants should either have, or be willing to pursue, registration with the Association of Professional Engineers and Geoscientists of British Columbia. The successful candidates will be expected to participate in undergraduate and graduate teaching, and to develop a strong externally funded research program. We seek candidates with a strong background in mechanics and expertise in one of the following two areas: Reliability theory with emphasis on applications to earthquake engineering and an interest in the application of probabilistic methods to other areas of civil engineering, Behaviour and design of structures using traditional and new materials with emphasis on infrastructure renewal, and an interest in earthquake engineering. Practical design experience is desirable. Further information of the department is available at www.civil.ubc.ca. Information on the employment environment in the Faculty of Applied Science is available at www.apsc.ubc.ca/careers. Applications should include a detailed curriculum vitae, one-page statements describing research and teaching interests, the names and contact details of four referees, and citizenship status. The closing date for applications is 15 August 2002. Applications should be sent by mail or courier, but not by e-mail, to: Head, Department of Civil Engineering, University of British Columbia, 2324 Main Mall, Vancouver, B.C., Canada, V6T 1Z4. The position is available effective 01 January 2003, and the other is available effective 01 July 2003. Both positions are subject to final budgetary approval. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority.

THE UNIVERSITY OF BRITISH COLUMBIA — Applications are invited from outstanding individuals for a tenure-track faculty position in transportation engineering within the Department of Civil Engineering at the University of British Columbia. The appointment is expected to be at the Assistant Professor level but applicants qualifying for Associate Professor will also be considered. The successful candidate will be expected to hold a PhD in civil engineering or a related field. Applicants should either have, or be willing to pursue, registration with the Association of Professional Engineers and Geoscientists of British Columbia. The successful candidate will be expected to participate in undergraduate and graduate teaching, in the supervision of graduate students, and develop a strong, externally funded research program. We seek candidates with experience and research interest in one or more of the following areas: intelligent transportation systems; transportation demand modeling; advanced traffic control and management; application of advanced technologies in transportation, transportation infrastructure design and management. Other areas of transportation engineering may also be considered. Further information about the Department of Civil Engineering is available at www.civil.ubc.ca. Information on the employment environment in the Faculty of Applied Science is available at www.apsc.ubc.ca/careers. Applications should include a detailed curriculum vita, one-page statements describing research and teaching interests, the names and contact details of four referees, and citizenship status. The closing date for applications is 15 August 2002. Applications should be sent by mail or courier, but not by e-mail, to: Head, Department of Civil Engineering, University of British Columbia, 2324 Main Mall, Vancouver, B.C., Canada, V6T 1Z4. The position is available effective 01 January 2003, and is subject to final budgetary approval. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

ENGLISH

THE UNIVERSITY OF OTTAWA — The Department of English announces the opening of a full-time, tenure-track position in American Literature at the Assistant Professor level, starting July 1st 2003. Qualifications will include a completed PhD and demonstrated strength in teaching and publication. Salary is commensurate with qualifications and experience, and in accordance with the University's Collective Agreement. Equity is a University policy. The University strongly encourages applications from women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send curriculum vitae, transcripts, a writing sample, and have three letters of reference forwarded before December 6th 2002 to: Dr. David Rampton, Chair, Department of English, University of Ottawa, Ottawa, Ontario, Canada, K1N 6N5.

THE UNIVERSITY OF OTTAWA — The Department of English announces the opening of a full-time, tenure-track position in Canadian Literature at the Assistant Professor level, starting July 1st 2003. Qualifications will include a completed PhD and demonstrated strength in teaching and publication. Salary is commensurate with qualifications and experience, and in accordance with the University's Collective Agreement. Equity is a University policy. The University strongly encourages applications from women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send curriculum vitae, transcripts, a writing sample, and have three letters of reference forwarded before December 6th 2002 to: Dr. David Rampton, Chair, Department of English, University of Ottawa, Ottawa, Ontario, Canada, K1N 6N5.

THE UNIVERSITY OF OTTAWA — The Department of English announces the opening of a full-time, tenure-track position in Renaissance Literature, with concentration in the period 1560–1640, at the Assistant Professor level, starting July 1st 2003. Qualifications will include a completed PhD and demonstrated strength in teaching and publication. Salary is commensurate with qualifications and experience, and in accordance with the University's Collective Agreement. Equity is a University policy. The University strongly encourages applications from women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send curriculum vitae, transcripts, a writing sample, and have three letters of reference forwarded before December 6th 2002 to: David Rampton, Chair, Department of English, University of Ottawa, Ottawa, Ontario, Canada, K1N 6N5.

WILFRID LAURIER UNIVERSITY — The Department of English and Film Studies. Tenure-track appointment in post-1900 American literature, commencing 1 July 2003, subject to budgetary approval. Applications are especially welcome in one or more of the following areas: African-American literature; women writers; minority or ethnic writing; oral narratives; film and/or cultural studies. PhD, teaching experience, and publications required. Assigned teaching duties will include undergraduate and graduate courses. The Department offers a Master of Arts program in Gender and Genre, and a collaborative PhD program with the University of Guelph. Applications (with curriculum vitae and teaching dossier) and three letters of reference must be received by 15 January 2003, addressed to Dr. Gary Boire, Chair, Department of English and Film Studies, Wilfrid Laurier University, 75 University Ave W., Waterloo, Ontario N2L 3C5, Canada. Canadian citizens and permanent residents will be given priority. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

WILFRID LAURIER UNIVERSITY — The Department of English and Film Studies. One-year limited-term appointment in Film Studies, with secondary interests in one or more of the following: women writers; feminist theory; the novel. Commencing 1 July 2003, subject to budgetary approval. PhD or ABD and teaching experience required; record of publications preferred. Experience teaching large classes preferred. Applications (with curriculum vitae and teaching dossier) and three letters of reference must be received by 28 February 2003, addressed to Dr Gary Boire, Chair, Department of English and Film Studies, Wilfrid Laurier University, 75 University Ave W, Waterloo, Ontario N2L 3C5, Canada. Canadian citizens and permanent residents will be given priority. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

THE UNIVERSITY OF PRINCE EDWARD ISLAND — The Department of English invites applications for a tenure-track appointment at the Assistant Professor level in Victorian Literature, beginning July 1, 2003. The successful applicant will have a PhD and demonstrated excellence in teaching and research. A secondary interest in Romantic Literature would be an asset. Candidates should also be flexible and versatile enough to teach courses in other areas, as the need or opportunity arises. Instructors in the Department teach six single-semester undergraduate courses annually — normally, three upper-level specialized courses and three introductory, survey, or academic writing courses. Send letter of application, curriculum vitae, teaching dossier, a writing sample, and three letters of reference to Dr Geoffrey Lindsay, Chair, Department of English, University of Prince Edward Island, Charlottetown, PEI, C1A 4P3, Fax. (902) 566-0363. Applications and supporting material must be postmarked or faxed no later than February 14, 2003. The University of Prince Edward Island is committed to employment equity. In accordance with Canadian immigration requirements, all qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The position is subject to final budgetary approval.

THE UNIVERSITY OF LETHBRIDGE — The Department of English invites applications for two tenure track positions at the rank of Assistant Professor to begin 1 July 2003, subject to budgetary approval. For each position, a PhD, at or near completion, is required. The positions are in the areas of 1) Post Colonial literature, and 2) Children's Literature, and Contemporary Canadian Literature, and both incumbents will be required to teach undergraduate courses at the introductory, junior, and senior levels. New Faculty are eligible for university funding in support of research and scholarly activities. For more information about the University please see our display ad in this issue, and visit our web site at www.uleth.ca. The positions are open to all qualified applicants, although preference will be given to Canadian citizens and permanent residents of Canada. Applications should include a curriculum vitae, transcripts, outlines of courses previously taught, teaching evaluations, publication reprints or preprints, a statement of teaching philosophy and research interests, and names of at least three referees who are scholars in the field. Send this material and arrange for the letters of reference to be mailed directly to: Professor Richard Arnold, Chair, Department of English, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Telephone (403) 329-2378, Fax: (403) 382-7191, or e-mail: ramte@uleth.ca. The closing date for applications is January 31, 2003

BROCK UNIVERSITY — The Department of English Language and Literature invites applications for three probationary/tenure track appointments, subject to final budgetary approval, at the rank of Assistant Professor, beginning July 1, 2003: 1. Nineteenth Century British Literature. The successful candidate will hold a completed PhD and will have demonstrated scholarly and teaching competence in Romantic and Victorian Literature with research interests in poetry in those areas. 2. American Literature. The successful candidate will hold a completed PhD and will have demonstrated scholarly and teaching competence in American Literature, with research interests in Nineteenth Century American Literature. 3. Academic and Professional Writing. The successful candidate will have demonstrated competence in the teaching, theory and practice of academic and professional writing with an emphasis on discourse studies; preference may be given to applicants with teaching competence in an area of English literature. Applicants should have a PhD or equivalent in the field. About the Department: English Language and Literature is a department of some 270 majors in a university whose full-and part-time enrolment is approaching 13,000. The Department offers three-year pass and four-year honours degrees in English literature, a four-year pass degree in English literature and professional writing, a four-year honours degree combining English literature with media and cultural studies, and Minors in English literature and in professional writing. A proposal for an MA entitled 'Text, Community, Discourse," a title that reflects the research interests of many Department members, is in the final stages of development. Applications will be considered until the positions are filled, but the selection process will begin on November 1, 2002. Applicants should submit a letter of application accompanied by a curriculum vitae, a plan of proposed research, summaries of teaching evaluations and any other evidence of teaching competence, and selected reprints and pre-prints of published work, and should arrange for three letters of reference to be sent to: Professor John Lye, Chair, Department of English Language and Literature, Brock University, 500 Glendridge Ave. St. Catharines, ON L2S 3A1, Canada, Email: jlye@brocku.ca. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified men and women candidates are equally encouraged to apply. All qualified candidates are encouraged to apply; Canadians and permanent residents will be given priority. More information on Brock University can be found on the University's website www.brocku.ca; information on the Department of English Language and Literature is at www.brocku.ca/english

ÉTUDES FRANÇAISES

L'UNIVERSITÉ DE TORONTO À MISSISSAUGA (UTM) — Le Departement d'études françaises sollicite des candidatures pour un poste de professeur(e) adjoint(e) menant à la permanence. Le/a candidat/e s'intégrera au niveau du 1er cycle dans le programme UTM de didactique des langues secondes et contribuera à l'établissement d'un programme au niveau du 2e cycle sur le même campus. Description du poste: Enseignement aux trois cycles, encadrement étudiants/d'étudiantes de 2e et de 3e cycles et collaboration aux travaux de recherche du groupe UTM. Exigences: Doctorat en linguistique, spécialisation en acquisition du français langue seconde, en didactique ou en psycholinguistique, (expérience de l'enseignement assisté par les nouvelles technologies serait un atout); expérience de l'enseignement du français langue seconde, excellent dossier pédagogique et bonne connaissance des deux langues officielles; solide dossier de publications et aptitude au travail en équipe. Traitement: selon experience et qualifications. Date d'entree en fonction: 1er juillet 2003. Prière de faire parvenir un c.v., vos publications principales et trois lettres de recommandation (envoyées directement par les répondants)

PROFESSOR IN MARINE ENVIRONMENTAL PROTECTION

[US$74,388–US$87,700, free of income tax]

The World Maritime University, operating under the auspices of the International Maritime Organization (IMO), a specialized agency of the United Nations, invites applications from qualified Canadian citizens or landed-immigrants for the above position which is sponsored by the Canadian Government.

Candidates should have a PhD, experience in teaching and supervision at the postgraduate level and a track record of research and publications in one or more of the following: marine environmental management and protection, sea use and resource management, legal instruments in marine environmental management, ocean policy and coastal zone management.

WMU offers a taught Master of Science in Maritime Affairs, and is currently developing a doctoral programme. The successful applicants would be expected to be fully involved in these aspects of the University's activities, as well as its ongoing research projects and its professional training courses.

In addition to a tax-free salary, WMU offers a very attractive benefits package, designed to attract candidates of the highest calibre. Relocation expenses to Malmö are available to the successful appointee. WMU plans to fill this position by June 2003 or earlier.

Further information about the University and the above position is available from Eva Höltén in the Office of the President: telephone: +46-40-35 63 20, fax: +46-40-12 84 42, e-mail: eva.holten@wmu.se.

WORLD MARITIME UNIVERSITY
Malmö · Sweden · International Maritime Organization

University of Saskatchewan
Endowed Professorship in Food Science
Department of Applied Microbiology & Food Science

Applications are invited for this position in the Department of Applied Microbiology and Food Science. The holder of the Chair will assume the role of Technical Director of the Saskatchewan Food Industry Development Center, and will provide product development and other technical services to the Province's food processing industry (85% time). A contribution to the academic activities of the Department (15% time) is also required.

Candidates should possess a PhD in Food Science or Food Engineering, a proven record of teaching and research and a strong interest in aiding the development of the food processing industry in Saskatchewan. Food industry experience in a manufacturing, research and development, or technical service role would be considered a valuable asset. The successful candidate will be expected to establish a research program in relevant area. Teaching opportunities of the undergraduate or graduate area exist in general food science, food processing, quality assurance, and product development.

This position is an academic appointment (subject to satisfactory review every five years) funded by an endowment from the Canada-Saskatchewan Agri-Food Innovation Fund (AFIF), and includes substantial operational support. It is anticipated that an appointment will be made at the Associate Professor level, but will be commensurate with qualifications and the funds available. A steering committee composed of University, industry, and government representatives will assist in the direction of this initiative.

Applications will be accepted until January 30, 2003. The anticipated starting date is May 1, 2003. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority.

Applicants should submit a curriculum vita, copies of publications, a statement of research and teaching interests, and the names and addresses and telephone/fax numbers and e-mail addresses of at least three referees. Applications or requests for further information should be directed to: George G. Khachatourians, Professor and Head, Department of Applied Microbiology and Food Science, University of Saskatchewan, 51 Campus Drive, Saskatoon, SK, Canada S7N 5A8; E-mail: george.khachatourians@usask.ca; Phone: 306-966-5024.

The University is committed to Employment Equity. Members of Designated Groups (women, aboriginal people, people with disabilities, and visible minorities) are encouraged to self-identify on their applications.

2003 Spring/Summer Session Instructors

UNIVERSITY OF CALGARY

The **Faculty of Continuing Education** is now accepting applications for instructor positions for the 2003 Spring/Summer session. Undergraduate and graduate level instructional courses may be available in Applied Psychology, Computer Science, Dance, Drama, English, French, Itallan & Spanish, Geomatics Engineering, Graduate Division of Educational Research, Haskayne School of Business, Mathematics & Statistics, Music, Political Science, and Sociology.

Spring/Summer Session 2003 is scheduled in two academic terms: May 14 – June 30 and July 2 – August 18. The positions are term positions for approximately three to six weeks.

Requirements: PhD or equivalent is preferred, with three to five years of university level experience in the subject area. Published articles in national and international journals would be an asset.

The deadline to receive applications is **January 6, 2003**. Your application should include a curriculum vitae, indicating the area of interest. Please forward applications to **R. Leason**, Special Sessions Office, Faculty of Continuing Education, University of Calgary, 2500 University Dr. N.W., Calgary, AB, Canada T2N 1N4 Fax: (403) 220-0045; E-mail: rleason@ucalgary.ca

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority.
The University of Calgary respects, appreciates and encourages diversity.
To see all our academic career opportunities, please visit www.ucalgary.ca/hr/career

www.ucalgary.ca

avant le 16 décembre 2002 à Madame Janet M Paterson, directrice, Département d'études françaises, Université de Toronto, Odette Hall, 50 rue St. Joseph, Toronto, Ontario, M5S 1J4. Le processus de sélection accorde la préférence aux personnes ayant le statut de citoyen canadien ou de resident permanent. L'Université de Toronto offre la possibilité d'enseigner, de faire de la recherche, de travailler avec des groupes et des institutions qui reflètent la diversité du Toronto métropolitain, et de vivre dans un des endroits les plus cosmopolites au monde. L'Université de Toronto respecte une politique d'équité en matière d'emploi et encourage les candidatures de femmes, de personnes d'origine autochtone, de membres de minorités visibles, de personnes appartenant à des minorités sexuelles et de personnes handicapées, ainsi que toute personne susceptible de faire avancer la diversification des idées.

LE COLLÈGE MILITAIRE ROYAL DU CANADA — Le département d'Études françaises sollicite des candidatures pour un poste d'une période limitée de neuf mois au rang de professeur(e) adjoint(e). L'étude des dossiers de candidat(e)s exceptionnel(le)s qui sont sur le point de terminer leur thèse de doctorat pourrait aussi être considérée. Les qualifications requises sont un doctorat (PhD) en littérature française du XIXe siècle ou du XXe siècle, expérience pertinente de l'enseignement, publications récentes et capacité de travailler en équipe. La personne choisie devra enseigner des cours de premier cycle de littérature française des XIXe et XXe siècles et des cours de langue destinés aux francophones. Bien que l'enseignement et le travail départemental se fassent entièrement en français, ce poste est officiellement un poste bilingue, et requiert donc la capacité de lire, de comprendre et de communiquer oralement dans les deux langues officielles (profil linguistique: PPP/PPP). Si aucun(e) des candidat(e)s ne devait se qualifier pour ce poste bilingue, une liste d'admissibilité sera alors dressée pour doter des postes semblables, dont le profil et les exigences linguistiques peuvent varier. Toute personne intéressée peut obtenir plus de renseignements au sujet du département d'études françaises en consultant la page Web du Collège militaire royal du Canada: www.rmc.ca. L'échelle salariale était de $40,948 à $68,008 par année plus une indemnité provisoire annuelle de 2,200$ pour 2001-2002. Cette échelle est actuellement en cours de négociation. Le salaire accordé dépendra de l'expérience et des qualifications du (de la) candidat(e). Un curriculum vitae, accompagné d'une attestation d'étude, de trois lettres de recommandation et d'un sommaire des intérêts de recherche, doit être envoyé à: M. Marc Benson, Directeur, département d'Études françaises, Collège militaire royal du Canada, C.P. 17000, Succursale Forces, Kingston, ON K7K 7B4, Tél: (613) 541-6000, poste 3503, Fax: (613) 541-6952, Courrier électronique: benson-m@rmc.ca. La date prévue d'entrée en fonction est le 15 août 2003. La date limite d'acceptation des candidatures est fixée au 1er mars 2003. Selon la Loi sur l'emploi dans la fonction publique, la préférence sera accordée aux citoyens et citoyennes du Canada. Les personnes qui ont obtenu un diplôme d'études à l'étranger doivent prouver qu'il est équivalent aux diplômes canadiens. Pour de plus amples renseignements à ce sujet, veuillez consulter le Centre d'information canadien sur les diplômes internationaux à l'adresse suivante www.cicic.ca. Ce poste est offert également aux femmes et aux hommes. Le Collège militaire royal du Canada est une institution mixte et bilingue qui souscrit aux principes d'équité en matière d'emploi. This information is also available in English.

UNIVERSITY OF PRINCE EDWARD ISLAND — Le Département de langues modernes sollicite des candidatures pour deux postes menant à la permanence au rang de professeur adjoint. Date d'entrée en fonctions: le 1er juillet 2003. Un des postes exige une spécialisation en littérature canadienne-française. L'autre poste exige une spécialisation en littérature française, de préférence en littérature française d'avant le dix-neuvième siècle. Les personnes choisies devront enseigner des cours de français langue seconde aux niveaux débutant, intermédiaire, et avancé du premier cycle, ainsi que des cours de littérature de niveau avancé. Les qualifications requises sont un doctorat en littérature française ou canadienne-française, excellente connaissance du français et de l'anglais; expérience pertinente dans le domaine du français langue seconde; dossier de publications, et la capacité de travailler en équipe. De plus, l'expérience dans le domaine de l'enseignement assisté par ordinateur serait aussi considérée comme un atout. Un curriculum vitae, trois lettres de recommandation, et un dossier pédagogique doivent être envoyés avant le 31 décembre 2002 à Monsieur Scott Lee, Directeur, Department of Modern Languages, University of Prince Edward Island, 550 University Avenue, Charlottetown, PEI, C1A 4P3, Fax: (902) 566-0359. Le site Web de l'Université (www.upei.ca) donne une excellente introduction à l'Université, au département, et à la province. L'UPEI souscrit aux principes d'équité en matière d'emploi. Conformément aux règlements de l'immigration canadienne, la préférence sera accordée aux citoyens ou citoyennes canadiens et aux résidents et résidentes permanents du Canada. Ces postes s'offrent sous réserve de l'approbation budgétaire finale.

L'UNIVERSITÉ DE GUELPH — Le Département d'études françaises de l'école des langues et littératures sollicite des candidatures pour un poste, menant à la permanence, de professeur(e) adjoint(e), en littérature antillaise. La date d'entrée en fonctions est le 1er juillet 2003. Les responsabilités du poste comprennent l'enseignement de cours de littérature ainsi que l'enseignement du français langue seconde au niveau du premier cycle. Les exigences incluent: doctorat en études françaises, excellente connaissance du français et de l'anglais; dossier de publications et expérience dans l'enseignement du français langue seconde. Le traitement sera établi en fonction de l'expérience et des qualifications. Prière de faire parvenir une lettre de candidature, un curriculum vitae, trois lettres de recommandation et des évaluations de l'enseignement avant le premier janvier 2003 à Monsieur Daniel Chounard, directeur, School of Languages and Literatures, University of Guelph, Guelph (Ontario), N1G 2W1. Tous les candidats qualifiés sont encouragés à poser leur candidature, toutefois, les citoyens canadiens et les immigrants reçus seront considérés en priorité. L'Université souscrit à un programme d'accès à l'égalité en emploi et cherche à favoriser la diversité au niveau de son personnel. Elle encourage les candidatures d'autochtones canadiens, de personnes handicapées, de membres de minorités visibles et de femmes.

THE UNIVERSITY OF WATERLOO — Le Département d'études françaises sollicite des candidatures au rang de professeur adjoint pour deux postes en études françaises menant à la permanence. Salaire selon qualifications. La date d'entrée en fonction sera le 1er septembre 2003 pour un des postes et le 1er janvier 2004 pour l'autre. Les qualifications requises sont un doctorat en études françaises, préferablement en littérature de l'ancien régime avec compétence en deux des suivants : enseignement assisté par ordinateur et multimedia, linguistique, didactique, enseignement du français, langue seconde (FLS), études culturelles. On requere également une excellente connaissance du français, capacité de comprendre et s'exprimer convenablement en anglais et un dossier de recherche et des publications. On cherche des candidats d'interessant à la recherche et capables d'enseigner au niveau du premier cycle ainsi qu'au niveau de la maîtrise. Prière de faire parvenir un curriculum vitae a Mme Hannah Fournier, directrice, Department of French Studies, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada, Fax: (519) 725-0549, Courriel : hfgris@uwaterloo.ca. Tous les candidats qualifiés sont encouragés à poser leur candidature; toutefois les citoyens canadiens et les immigrants reçus seront considérés en priorité. L'université encourage les candidatures de toutes personnes qualifiées, y compris les femmes, les minorités visibles, les autochtones canadiens et les personnes handicapées. Poste dépendant de la disponibilité des fonds.

EUROPEAN STUDIES

THE UNIVERSITY OF VICTORIA — The Departments of History and Political Science, in association with the Interdisciplinary Program in European Studies, invite applications for a University of Victoria Scholar Award in the field of European Studies. The preferred candidate will be a specialist in Citizenship, Social Movements, and Ethno-Nationalism in Europe since 1945. University of Victoria Scholar Awards are aimed at outstanding junior and mid-career academics. Appointments are tenured or tenure-track. The successful applicant will have the qualifications and experience appropriate for appointment at the rank of Associate Professor. University of Victoria Scholar Awards are for an initial five-year term, and are renewable for another five years. The Scholar Award will include a research stipend, which may be used for teaching release although there is no automatic shift in duties associated with the position, and the teaching duties of the recipient must be at least 50% of the number of course units normally taught by a faculty member in the unit. The Interdisciplinary Program in European Studies requires a Scholar who can enhance the University's teaching and research profile with respect to the study of the European Union, bring visiting scholars to the University of Victoria, attract European funding for its research and teaching programs, facilitate cooperation between interested departments in the Humanities, the Social Sciences, Fine Arts, and the professional faculties, and open up new opportunities for undergraduate and graduate study at the University of Victoria and at cooperating institutions in Europe. The successful candidate will have demonstrated leadership potential, as well as an exceptional record as a scholar and teacher. Her or his teaching and administrative responsibilities will be divided equally between History and Political Science. Previous university-level teaching experience in the two disciplines will thus be an asset, as will experience in interdisciplinary European Studies. The Scholar must be able to teach courses related to Germany and at least one other major European country as well as contribute to interdisciplinary teaching in European Studies. Familiarity with the Canadian university context will also be an asset. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal peoples, peoples of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be give priority. The Recruitment Committee will begin its review of applications on December 16th, 2002. Applications or supporting documentation received after January 6th, 2003, will not be considered. Applications should be directed to Professor Warren Magnuson, Chair, Department of Political Science, University of Victoria, P.O. Box 3050, Victoria BC Canada V8W 3P5. Applications should include: (1) a letter reviewing the candidate's qualifications, experience, research plans, and teaching preferences, (2) a curriculum vitae, (3) a single article-length sample of the candidate's scholarly work; and (4) the names of three scholarly referees, each of whom is to have been asked by the candidate to send a letter of reference directly to the Chair.

FILM & VIDEO

YORK UNIVERSITY — The Department of Film & Video invites applications for one full-time tenure-track position at the level of assistant professor in Historical, Critical and Theoretical Studies, effective August 1, 2003. Subject to budgetary approval by the University, consideration may be given to candidates appointable as associate professor. For thirty years, we have offered an undergraduate honours programme in film/cinema studies; with the advent of the Graduate Programme twenty years ago, we opened a Masters-level concentration as well. We now offer B.A., B.A. Honours, and M.A. degrees in film studies, and members of our faculty are cross-appointed to other graduate programmes within the university offering cross-disciplinary doctoral work in film (Philosophy; Political Science, Social and Political Thought; History; and Communications and Culture). Responsibilities of the position will include the teaching of a full range of appropriate undergraduate and graduate courses, supervising graduate thesis work, serving on department, faculty and university committees, student advising and curriculum development. Specialization in one or more of the following is preferred: film history, television and popular culture, documentary, national cinemas, classic and contemporary film theory. An applicant for the position must have a doctorate in film studies or a related area, demonstrated achievement as a scholar and a distinguished record of teaching and supervision at both the undergraduate and graduate level. We welcome as well a working knowledge of both of Canada's official languages, and the ability to support through cross-appointment one of the doctoral programmes noted above. Salary is commensurate with experience and qualifications. The deadline for receipt of applications is January 31, 2003. A letter of application a curriculum vitae, three letters of reference and a brief writing sample should be sent to: Janine Marchessault, Chair, Department of Film & Video, Room 222, Centre for Film and Theatre, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are women, racial/visible minorities, persons with disabilities, and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Department of Film & Video welcomes applications from persons in these groups. The affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs/ or a copy can be obtained by calling the affirmative action office at 416-736-5713. Canadian citizens and permanent residents will be considered first for this position.

FINANCE

SAINT MARY'S UNIVERSITY — The Frank H Sobey Faculty of Commerce is widely recognized for the quality of its Management Education. The largest Business School in Atlantic Canada, the Faculty boasts over 2300 full-time and part-time students registered in the undergraduate commerce program, over 250 in the MBA program, and more than 50 students in its flourishing Executive MBA program. The Faculty launched the first PhD program in Business Administration in Atlantic Canada in June of 2000, and has recently added a Masters in Finance Program. Our curriculum and a tradition of excellence in teaching and research are hallmark achievements of our sixty plus diverse and dynamic faculty. The Frank H. Sobey Faculty of Commerce invites applications for a tenure-track position in finance at the Assistant Professor level. Candidates should have a PhD in hand, or expect completion by December 2002. All areas of specialty in finance will be considered, particularly the area of international finance. Teaching will be at both undergraduate and MBA levels, and research is strongly encouraged and rewarded. Resources include access to COMPUSTAT, Global Vantage, TSE/Western Database, TAQ, Datastream and FRI Database. Applications should contain a curriculum vita, three letters of reference, teaching evaluations, and copies of one or two recent research papers. Forward all documents to Dr. Milton Chew, Chair, Finance and Management Science Department, Frank H. Sobey Faculty of Commerce, Saint Mary's University, Halifax, Nova Scotia, Canada, B3H 3C3, Fax: 902-496-8101. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of employment equity and encourages applications from all qualified candidates including Aboriginal peoples, visible minorities, persons with disabilities and women. Applications will be considered until the positions are filled.

FINE ARTS

THE UNIVERSITY OF WATERLOO — The Department of Fine Arts invites applications for a tenure-track position in Studio Art at the rank of Assistant Professor commencing July 1, 2003. The successful candidate will have an MFA or equivalent, a strong exhibition history, a proven commitment to teaching and a vital art practice. We are looking for candidates whose practice and teaching experience include a variety of media. In addition to drawing, candidates should have expertise in at least two of the following areas: computer imaging, sculpture, printmaking, photography or painting. Teaching duties will include all four levels of undergraduate study as well as graduate supervision in our MFA program for which a demonstrated knowledge of contemporary art theory is required. The Fine Arts Department offers a collegial atmosphere in a small, urban environment, within a renowned, innovative university. The primary focus of the department is in Studio, however we offer full degree programs in Art History and Film Studies. There are a number of important arts institutions within the region including The Canadian Clay and Glass Gallery, The Kitchener Waterloo Art Gallery and The Cambridge Galleries. Applicants should send their curriculum vitae, 20 recent slides, names of three referees, and outlines of up to three courses recently taught, to the attention of Professor Jane Buyers, Chair, The Department of Fine Arts, University of Waterloo, 200 University Ave West, Waterloo, N2L 3G1. The Department will begin reviewing applications on January 31, 2003 and will continue to do so until a suitable candidate is found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

FORESTRY

THE UNIVERSITY OF TORONTO — The Faculty of Forestry invites applications for a new Canada Research Chair in Carbon Sequestration and Forest Management. The Canada Research Chair program was established in 2000 by the Government of Canada to promote the recruitment and retention of exceptional scholars by Canadian universities. The program includes Tier II chairs for young scholars of exceptional promise at an early stage of their careers, and Tier I chairs for senior scholars of established international reputation. This new appointment in Carbon Sequestration and Forest Management will be at Tier I level in the Faculty of Forestry, but, in accordance with the Strategic Research Plan for the University of Toronto, the chair will also be part of an interdisciplinary research cluster Dynamic Earth: Physical and Biological Change. The Faculty of Forestry, the first forestry school established in a Canadian university, has played a leading role in forest research for nearly a century. The primary focus of the Faculty is on graduate teaching and research, including strong doctoral and master's research programs in forest ecology, forest policy and management, and wood product development. The Faculty also offers professionally-focused master's programs in Forest Conservation and Wood Product Engineering, and undergraduate programs in Forest Conservation Science, taught in collaboration with the Faculty of Arts and Science. The Faculty is seeking an outstanding scholar to spearhead a vigorous research program which links forest carbon dynamics to innovative forest management. All relevant interests will be considered, but the successful applicant is expected to be a specialist in one or more of forest ecosystem carbon dynamics, carbon cycle modeling and/or carbon budget accounting, the development of forest management policies or silvicultural practices which optimize carbon sequestration and storage, and forest responses to global change. The Faculty has interests in all forest biomes, but candidates with strong interest and experience in boreal forests will be particularly welcome. While the primary focus of the position is research, the successful candidate would also have an active teaching and supervisory role in the Faculty's graduate programs. The appointee would join a strong group of scholars in the Faculty and other divisions of the University with closely-related research interests, and could play a pivotal role in the creation of a research cluster of international significance. The appointment will be in the tenure-stream, effective as soon as possible after July 1st, 2003. Salary and rank will be commensurate with qualifications and experience. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups and others who may contribute to further diversification of ideas. Enquiries about the Faculty of Forestry and this position are welcomed. Information may also be obtained from the Faculty web site at http://www.forestry.utoronto.ca. Applications accompanied by a detailed curriculum vitae and the names of six referees should be submitted by mail or electronically before March 3rd, 2003, to: Professor Rorke Bryan, Dean, Faculty of Forestry, University of Toronto, 33 Willcocks Street, Toronto, Ontario M5S 3B3, Canada or joan.bunyan@utoronto.ca.

Associate Dean of Research
College of Biological Science

The University of Guelph seeks to appoint an outstandng individual to the newly created post of Associate Dean of Research, College of Biological Science. The College is composed of the departments of Botany, Human Biology & Nutritional Sciences, Microbiology, Molecular Biology & Genetics and Zoology. It is the largest unified bioscience institution in any Canadian university and comprises over 85 faculty and approximately 250 graduate students, with strong links to the Ontario Agricultural College, Ontario Veterinary College, and the College of Physical and Engineering Science, on campus. This new position has been established as part of the strategy to enhance and develop further the international reputation of the biological sciences at Guelph.

The successful individual will have an outstanding research record, an internationally competitive research program, demonstrated leadership skills and will be able to articulate a clear vision in research direction. The College already has an Associate Dean who is responsible for the Undergraduate program, and the appointee will also be expected to provide complementary leadership in the field of Graduate education. The person appointed will join at a time of unprecedented expansion including recruitment of new faculty and the building of a $140 million science complex. The appointment is for five years in the first instance and the incumbent will hold a tenured position as Full Professor.

Interested individuals should visit www.uoguelph.ca/CBS for further particulars, including application information. Consideration of applications will begin on January 17, 2003 and will continue until the position has been filled. Informal inquiries can be made, in confidence, to the **Dean of the College of Biological Science, Professor Michael Emes**, (519) 824-4120, ext. 6102 or memes@uoguelph.ca.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities, and women.

UNIVERSITY of GUELPH

Comptant 10 facultés et accueillant 26 000 étudiant(e)s, l'Université d'Ottawa est la plus importante université bilingue d'Amérique du Nord. En matière d'emploi, l'Université est réputée pour son approche axée sur l'esprit d'équipe ainsi que sur l'accueil et l'intégration des personnes.

With 10 faculties and 26,000 students, the University of Ottawa is North America's premier bilingual university. In terms of employment, the University is recognized for its team spirit and approach to welcoming and integrating people.

Professeur(e) adjoint(e)

Le Département de science politique de l'Université d'Ottawa sollicite des candidatures pour un poste de professeur(e) adjoint(e) menant à la permanence dans le domaine des relations internationales et de la politique comparée, dont l'entrée en fonction est le 1er juillet 2003. Ce poste est jumelé à la chaire d'études ukrainiennes de l'Université. L'embauche est conditionnelle à l'approbation budgétaire finale.

Le Département souhaite recruter une personne dont les recherches se situent dans une perspective comparative dans des domaines tels que la politique et la société ukrainiennes et les relations internationales de l'Europe centrale et de l'Est.

Vous devrez posséder un doctorat lors de votre entrée en fonction et devez être en mesure d'enseigner en français. Une préférence sera donnée aux candidats maîtrisant la langue ukrainienne.

Les personnes intéressées à poser leur candidature doivent faire parvenir leur curriculum vitæ, une lettre décrivant leur expérience en enseignement et en recherche ainsi que trois lettres de recommandation avant le 15 janvier 2003 à :

Paul-Normand Dussault, directeur
Département de science politique
Université d'Ottawa
75, avenue Laurier Est
C.P. 450, succ. A
Ottawa (Ontario) K1N 6N5

Conformément aux exigences prescrites en matière d'immigration au Canada, la priorité sera accordée aux citoyen(ne)s canadien(ne)s et aux résident(e)s. L'Université d'Ottawa applique le principe d'équité en matière d'emploi.

Assistant Professor

The Department of Political Science of the University of Ottawa is accepting applications for a tenure-track position at the rank of Assistant Professor. The position is in the field of international relations and comparative politics, and has as starting date July 1, 2003. This position is combined with the Chair of Ukrainian Studies of the University. This position is subject to final budgetary approval.

The Department wishes to recruit a person who conducts comparative research in fields such as Ukrainian politics and society and international relations of central and eastern Europe.

You must hold a PhD at the time of employment and you must be able to teach in French. Preference will be given to candidates with a command of the Ukrainian language.

Interested candidates should forward their résumé, a letter describing their teaching and research experience, as well as three letters of reference, before January 15, 2003, to:

Paul-Normand Dussault, Director
Department of Political Science
University of Ottawa
75 Laurier Avenue East
P.O. Box 450, Station A
Ottawa, Ontario K1N 6N5

In accordance with Immigration Canada policies, priority will be given to Canadian citizens and permanent residents. The University of Ottawa subscribes to an employment equity policy.

Université d' University of Ottawa

www.uottawa.ca

FRANÇAIS

ST. THOMAS UNIVERSITY — Le Département de langues romanes sollicite des candidatures à un poste au niveau débutant menant à la permanence. Description du poste: l'enseignement de la langue française à tous les niveaux, surtout intermédiaire et avancé, avec la possibilité de cours de civilisation francophone. Date d'entrée en vigueur: le 1er juillet 2003. Exigences: le candidat doit posséder un doctorat dans les domaines indiqués et être locuteur natif du français ou posséder la langue française à fond; une expérience diversifiée de l'enseignement du français langue seconde, et une bonne connaissance de la civilisation francophone, excellent dossier pédagogique, dossier de publications; une aptitude au travail en équipe. Prière de faire parvenir au plus tard le 31 décembre 2002 un cv, un dossier pédagogique, vos publications principales, et trois lettres de recommendation (envoyées directement par les répondants) à Jonathan Rahn, directeur, Département de langues romanes, St. Thomas University, C.P. 4569, Fredericton NB, E3B 5G3 St. Thomas University respecte une politique d'équité en matière d'emploi. On examinera en priorité pour ce poste la candidature des personnes de nationalité canadienne ou détenant le statut de résident permanent.

FRENCH STUDIES

THE UNIVERSITY OF PRINCE EDWARD ISLAND — The Department of Modern Languages invites applications for two tenure-track appointments at the rank of Assistant Professor to begin July 1, 2003. One position requires a specialisation in French Canadian literature, the other requires a specialisation in French literature, preferably in pre-nineteenth century French literature. Duties for both positions include teaching French as a second language at the beginners, intermediate, and advanced levels of the undergraduate program, as well as specialized literature courses. Required qualifications for both positions are a PhD in French or French Canadian literature, native or near-native fluency in both French and English, pertinent teaching experience, evidence of scholarly achievement, and the capacity to work as part of a team. Experience in the domain of computer-assisted language learning would also be considered an asset. Applications consisting of a curriculum vitae, three letters of recommendation, and a teaching dossier should be sent by December 31, 2002 to Dr. Scott Lee, Chairperson, Department of Modern Languages, University of Prince Edward Island, 550 University Avenue, Charlottetown, PEI, C1A 4P3, Fax: (902) 566-0359. The University web site (www.upei.ca) offers an excellent introduction to the University, the Department, and the province. UPEI is committed to employment equity. In accordance with Canadian Immigration regulations, priority will be given to Canadian citizens or permanent residents. These positions are subject to final budgetary approval.

THE ROYAL MILITARY COLLEGE OF CANADA — The Department of French Studies invites applications for a 9-month, limited-term position at the level of Assistant Professor. An appointment at the Lecturer level may be considered for outstanding candidates who are in the final stages of a PhD programme. The required qualifications are a PhD in French Literature of the 19th century or of the 20th century, pertinent teaching experience, a strong publication record and the capacity to work as part of a team. The successful candidate must be prepared to teach senior undergraduate-level courses in French literature of the 19th and 20th centuries and lower-level courses in language and literature to francophone students. Although all teaching and departmental work are carried out solely in French, this position is officially designated as bilingual, requiring an ability to read, comprehend and communicate orally in both official languages (language profile: PPP/PPP). Should no candidate meet these requirements, an eligibility list may be established and candidates who apply for this competition may be assessed to staff similar positions with various linguistic requirements. For information about the Department of French Studies, applicants are invited to consult the RMC web page at www.rmc.ca. The annual salary range for 2001–2002 was $40,948 to $68,008 plus an annual Terminable Allowance of $2200. This salary range is currently under negotiation. Starting salary will be commensurate with experience and qualifications. Interested candidates should forward their curriculum vitae, a covering letter and three letters of recommendation to: Dr. Marc Benson, Chairman, Department of French Studies, Royal Military College of Canada, P.O. Box 17000, Station Forces, Kingston, ON K7K 7B4, Phone: (613) 541-6000, extension 3903, Fax: (613) 541-6952, Email: benson-m@rmc.ca The expected starting date for the position is 15 August 2003. The closing date for applications is 1 March 2003. In accordance with the Public Service Employment Act, preference will be given to Canadian citizens. Candidates with foreign educational credentials are required to provide proof of Canadian equivalency. You may consult the Canadian Information Centre for International Credentials at www.cicic.ca for further information. The Royal Military College of Canada is a coeducational and bilingual institution, and this position is offered equally to women and men. We are committed to employment equity. Vous pouvez obtenir ces renseignements en français.

THE UNIVERSITY OF GUELPH — The Département d'études françaises of the School of Languages and Literatures of the University of Guelph invites applications for a tenure-track position in French Studies (specialization in French Caribbean Literature) at the rank of Assistant Professor, effective July 1 2003. Duties will include the teaching of undergraduate courses in literature and in French as a second language PhD in French Studies, publications in the field of interest, native or near-native fluency in English and French and language-teaching experience in French are required. Salary will be commensurate with the candidate's qualifications and experience. Applications consisting of a letter of introduction, curriculum vitae, three letters of recommendation and a selection of teaching evaluations should be sent by January 1, 2003 to Dr. Daniel Chouinard, Director, School of Languages and Literatures, University of Guelph, Guelph, Ontario, N1G 2W1. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

THE UNIVERSITY OF LETHBRIDGE — The Department of Modern Languages invites applications for a tenure-track position in French at the rank of Assistant Professor to begin 1 July 2003, subject to budgetary approval. A PhD in French is required, with specialization in pre-nineteenth century literature. The successful applicant will have native or near-native fluency in French and English, and some experience teaching French as a second language at the post-secondary level. Competence in computer-assisted language learning would also be an asset. A strong commitment to and an appropriate record of scholarship and original research are required. The successful applicant will teach undergraduate French language and literature courses at all levels from beginners to advanced. New Faculty are eligible for university funding in support of research and scholarly activities. For more information about the University please see our display ad in this issue and visit our web site at www.uleth.ca. The position is open to all qualified applicants, although preference will be given to Canadian citizens and permanent residents of Canada. Applications should include a curriculum vitae, transcripts, outlines of courses previously taught, teaching evaluations and publications (reprints or preprints, a statement of teaching philosophy and names of at least three referees who are scholars in the field. Send this material and arrange for the letters of reference to be mailed directly to: Or. Timothy F. Pope, Chai, Department of Modern Languages, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4, Telephone: (403) 329-2561, Fax: (403) 329-5187, or E-mail: pope@uleth.ca. The closing date for applications is January 31, 2003

THE UNIVERSITY OF WATERLOO — The Department of French Studies invites applications for two tenure-track positions at the rank of Assistant Professor commencing respectively September 1, 2003 and January 1, 2004. Salary commensurate with qualifications. The successful candidates will have a doctorate in French Studies, with specialisation in at least two of the following: early modern literature, computer assisted language learning (CALL), multimedia mediated learning, linguistics, didactics or French as a second language teaching (FLS), French cultural studies. Candidates should also have an excellent knowledge of French and a very good knowledge of English, and an actively developing research program. Duties include research, the teaching of undergraduate and graduate courses. The closing date for applications is December 31, 2002. Please send a curriculum vitae and the names and addresses of three referees to Or. Hannah Fournier, Chair, French Studies, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada, Fax: (519) 725 0554. E-mail: fgrin@uwaterloo.ca All qualified persons are encouraged to apply; however, Canadian citizens and permanent residents will be given priority The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

GEOGRAPHY

UNIVERSITY OF TORONTO AT MISSISSAUGA — The Department of Geography invites applications for a tenure-stream position at the Assistant Professor rank commencing July 1, 2003. We seek candidates with special interest in bridging social and natural perspectives on the environment, particularly on environmental quality (e.g., land use, water, air) and policy implications (both local and global). The candidate is expected to play a leading role in the environmental management program and provide a strong contribution to geography programs. Research and teaching interests combining field and modelling approaches are an asset. The successful candidate must have a PhD in geography or a related discipline, and demonstrated potential of high quality scholarly research and publication, and a demonstrated commitment to excellence in teaching. The appointment is at the University of Toronto at Mississauga, which has an interdisciplinary commitment, a multicultural student body, and a modern, spacious campus where the appointee will be expected to develop an externally funded research program and contribute to a diverse undergraduate and graduate education. The successful candidate will have a graduate appointment in the Department of Geography and Program in Planning, University of Toronto. Additional information on the Department can be obtained through the World Wide Web at http://eratos.utm.utoronto.ca/ and http://www.geog.utoronto.ca Any inquiries about the application should be sent to fcs@geog.utoronto.ca The University of Toronto is fully committed to academic excellence and welcomes applications from all qualified individuals. All qualified candidates are encouraged to apply, however, Canadian and permanent residents will be given priority. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. The deadline for submission of applications is January 15, 2003. Candidates should send a current Curriculum Vitae, brief statements of teaching specializations and research interests, copies of selected reprints to the address below. Applicants should also ask three referees to send letters of recommendation under separate cover. All correspondence should be sent to: Professor Joseph R. Desloges, Chair, Department of Geography and Program in Planning, University of Toronto, 100 St. George St. Room 5047, 5th Floor, Sidney Smith Hall, Toronto, Ontario, Canada M5S 3G3. Please note that no e-mail applications will be accepted

YORK UNIVERSITY — The Department of Geography invites applications for a full-time, tenure-track position in Cultural-Historical Geography at the Assistant Professor level to begin 1 July 2003 (subject to budgetary approval). Applicants with research and teaching interests in a variety of topics related to Canadian cultural-historical geography will be considered, including those with an interest in the study of landscapes in works of Canadian fiction or the visual arts. A PhD is required at the time of appointment. We seek an individual who will develop a vigorous research programme and who is committed to high quality undergraduate and graduate education. Additional information on the Department can be obtained at www.yorku.ca/dept/geograph Candidates should send a curriculum vitae, a statement of research interests, and selected publications, and should arrange for three letters of reference to be sent to: Or. D B Freeman, Chair, Department of Geography, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3 Deadline for application is 1 February 2003. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Department of Geography welcomes application from persons in these groups. The Affirmative Action Program can be found on York's website at www.yorku.ca or a copy can be obtained by calling the affirmative action office at (416) 736-5713 Canadian citizens and permanent residents will be considered first for this position

THE UNIVERSITY OF WESTERN ONTARIO — The Department of Geography is seeking a Probationary (tenure-track) faculty member at the level of Assistant or Associate Professor in the area of the Geography of Hazards. We seek an outstanding individual with demonstrated commitment to excellence in research and teaching in the management and mitigation of hazards that confront natural and/or built environments — particularly in the areas of planning and policy development. The candidate must have a PhD and have a record of scholarly activity. The candidate should be capable of supervising graduate student research, teaching graduate and undergraduate students, and conducting research in hazards as they relate to natural, human and built environments. The appointment will be effective July 1, 2003. Salary will be commensurate with experience. Further information about the Department may be found at www.uwo.ca/geog. Applications, including a statement of research and teaching interests, current curriculum vitae and the names and addresses of three referees, together with their e-mail, fax and telephone numbers, should be sent to: Dr. Roger H. King, Chair, Appointments Committee, Department of Geography, Social Science Centre, The University of Western Ontario, London, Ontario, N6A 5C2, Canada, Tel: (519) 661-3653, Fax: (519) 661-3750, E-mail: king@uwo.ca The closing date for applications is January 31, 2003. E-mailed applications will not be accepted. This appointment is subject to budgetary approval. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority

THE UNIVERSITY OF WESTERN ONTARIO — The Department of Geography is seeking a Probationary (tenure-track) faculty member at the level of Assistant or Associate Professor in the area of urban development. The position is available July 1, 2003. The Department of Geography is broadly based, with strength in all the important areas of the discipline, and with a long tradition in teaching, research and community involvement in urban development and planning. The successful applicant will have a PhD, together with a strong academic background, a commitment to excellence in teaching and a proven research record. Experience in the development industry would be considered an asset. The appointee will be expected to play an important role in the department's undergraduate Urban Development Program, and possibly contribute to the Faculty's Administrative and Commercial Studies Program. Research interests should be focused on the market processes underlying the evolution of urban form and structure. Duties will include teaching at the undergraduate and graduate levels, and development of a research program involving graduate students. Applications, including a statement of research and teaching interests, current curriculum vitae and the names and addresses of three referees, together with their e-mail, fax and telephone numbers, should be sent to: Dr. Roger H King, Chair, Appointments Committee, Department of Geography, Social Science Centre, The University of Western Ontario, London, Ontario, N6A 5C2, Canada. Tel: (519) 661-3653, Fax: (519) 661-3750, E-mail: king@uwo.ca The closing date for applications is January 31, 2003. E-mailed applications will not be accepted. This appointment is subject to budgetary approval. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority

McGILL UNIVERSITY — Applications are invited for a tenure-track position at the Assistant Professor level in Economic Geography, beginning on June 1, 2003. Applicants must possess a PhD or expect to graduate by summer 2003, and have demonstrated excellence in research, teaching and communication. The successful candidate's research should focus on advanced economies at an urban, regional or national scale. Knowledge of location theory and modelling is desirable. In addition to teaching at the undergraduate and graduate levels (the latter preferably in methods of regional analysis or land economics) candidates should expect to contribute to the teaching program of the Department of Agricultural Economics. The successful candidate is expected to develop a vigorous research program, embracing graduate student supervision. There are excellent opportunities for collaboration within the Departments and other units such as Economics, Urban Planning, the School of Environment, the Institute for the Study of Canada, and departments involved in the Masters in Social Statistics option. Information on McGill and the Department of Geography can be found at www.mcgill.ca and www.geog.mcgill.ca. Salary will be commensurate with qualifications and experience. The Department encourages applications from qualified women and men, visible and other minorities, aboriginal people, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment. Candidates should ensure their curriculum vitae, statements of teaching specializations and research interests, up to three reprints, and three confidential letters of recommendation, sent under separate cover by the candidate's referees, are received before January 30, 2003 by: Dr. Gordon Ewing, Chair, Department of Geography, McGill University, 805 Sherbrooke St. West, Montreal, Quebec, Canada, H3A 2K6, phone: 514 398-4112, fax: 514 398-7437, e-mail: chair@geog.mcgill.ca

University of Saskatchewan

Food Enzymologist

Department of Applied Microbiology & Food Science

Applications are invited for an Assistant Professor in Food Enzymology in the Department of Applied Microbiology and Food Science. Candidates should possess a PhD in Food Science or a related discipline with a particular emphasis on enzymes. Relevant post-doctoral experience would be an asset.

The successful candidate will be expected to successfully compete for funding at the national and local levels and establish a vigorous research program in the area of food enzymology, particularly as it relates to post-harvest agriculture. The University of Saskatchewan is the site of the Canadian Light Source synchrotron. Applications are especially welcome from candidates with an ability to carry out research at this facility. The candidate will be expected to teach at the undergraduate and graduate level in the areas of enzymes and food, food ingredient development and the molecular basis of food functionality.

Applications will be accepted until January 30, 2003. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Applicants should submit a curriculum vita, copies of publications, a statement of research and teaching interests, and the names and addresses and telephone/fax numbers and e-mail addresses of at least three referees. Applications or requests for further information should be directed to: George G. Khachatourians, Professor and Head, Department of Applied Microbiology and Food Science, University of Saskatchewan, 51 Campus Drive, Saskatoon, SK, Canada S7N 5A8; E-mail: george.khachatourians@usask.ca, Phone: 306-966-5024.

The University is committed to Employment Equity. Members of Designated Groups (women, aboriginal people, people with disabilities, and visible minorities) are encouraged to self-identify on their applications.

Institut d'études des femmes

Chercheure invitée de la Banque de Montréal en études des femmes

L'Institut d'études des femmes de l'Université d'Ottawa sollicite des candidatures pour la bourse de *Chercheure invitée de la Banque de Montréal en études des femmes* 2003-2004. D'une durée de trois à six mois, le séjour de la Chercheure invitée devra s'effectuer au cours de l'année scolaire allant de septembre à avril. La récipiendaire recevra une somme maximale de 3 000 $ pour couvrir ses frais de recherche et(ou) de voyage. L'objectif de ce fonds est d'attiret des chercheures de haut calibre interessées aux questions des femmes. La Chercheure invitée présenteta ses travaux dans le cadre de conférences et de séminaires.

Ce concours s'adresse aux chercheures canadiennes et non canadiennes, aux professeutes permanentes et non petmanentes, ainsi qu'aux chercheures autonomes et insctites au postdoctorat qui poursuivent des recherches féministes et critiques. Les candidates n'ayant pas terminé leurs études universitaires ne sont pas admissibles.

La Chercheure invitée auta accès aux bibliothèques universitaires ainsi qu'à une ligne téléphonique et à un ordinateut collectif.

Les candidates sont priées de soumettre leur curriculum vitæ, un projet de recherche détaillé, des copies de leurs publications récentes, la période prévue pour leur séjour à l'Université d'Ottawa ainsi que les noms de deux répondant(e)s.

Les demandes devront parvenir, avant le 31 décembre 2002, au :

Comité de sélection
Chercheure invitée de la Banque de Montréal en études des femmes
Institut d'études des femmes, Université d'Ottawa
143, rue Séraphin-Marion, Ottawa (Ontario) Canada K1N 6N5
Téléphone : (613) 562-5791
Télécopieur : (613) 562-5994
Courriel : mcharbo@uottawa.ca

Institute of Women's Studies

Bank of Montreal Visiting Scholar in Women's Studies

The Institute of Women's Studies at the University of Ottawa is inviting applications for its *Bank of Montreal Visiting Scholar in Women's Studies* for 2003-2004. The duration of the Visiting Scholar's stay should be from three to six months and within the university's academic year, which runs from September to April. The recipient will receive a maximum of $3,000 to cover research and/or travel expenses. The purpose of this fund is to attract highly qualified researchers working on women's issues. The Visiting Scholar will present her ongoing research project in conferences and seminars as requested.

The Institute of Women's Studies invites applications from Canadian and non-Canadian scholars, both tenured and untenured faculty, and from post-doctotal, independent scholars who are pursuing critical feminist teseatch. Individuals pursuing a university degree are not eligible.

The Visiting Scholar will have access to library services, a shated phone and computer facilities.

Applications should include a curriculum vitae, a detailed statement of the tesearch project, copies of tecent publications, the dates of the proposed stay at the University of Ottawa and the names of two tefetees.

Please forward your application by December 31, 2002, to:

Selection Committee
Bank of Montreal Visiting Scholar in Women's Studies
Institute of Women's Studies, University of Ottawa
143 Seraphin Marion, Ottawa, Ontario K1N 6N5 Canada
Telephone: (613) 562-5791
Fax: (613) 562-5994
E-mail: mcharbo@uottawa.ca

Université d' University of
Ottawa
www.uottawa.ca

The Faculty of Applied Health Sciences

"The quality of students we are attracting is excellent. I really enjoy my colleagues who share a great sense of pride in both our teaching and our research. We've found that Fonthill is a great place to raise a family."

Dr. David Fennell, Recreation and Leisure Studies, and Tourism Studies

Located at the centre of Canada's beautiful Niagara Peninsula in Ontario, one hour from Toronto, Brock offers strong undergraduate, graduate and interdisciplinary programs that include co-op and other experiential learning opportunities to a student population of 13,600.

Brock celebrates the success of its 44,000 alumni who enjoy one of the highest employment rates among graduates from Ontario's universities.

All positions are probationary, tenure-track at the rank of Assistant Professor (unless otherwise specified) and are to take effect July 1, 2003, subject to final budgetary approval.

Applicants for all the above positions must submit a letter of application (indicating file number, if applicable), curriculum vitae, selected reprints/preprints of publications, evidence of teaching ability, and arrange for three letters of reference to be sent to the person specified.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified men and women candidates are encouraged to apply.

For more information, go to the Web site listed at the right:

COMMUNITY HEALTH SCIENCES:
3 positions

The Department of Community Health Sciences is a dynamic interdisciplinary community of scholars committed to excellence in both research and teaching. We are presently seeking individuals in three areas:

Health Promotion
The applicant will deliver undergraduate courses in health promotion, program development and delivery, and community health. An ability to teach in one of the areas of health theory, biostatistics, and/or management would be an advantage.
Cardiac Rehabilitation
The applicant will possess certification and experience as a cardiac rehabilitation specialist. Skills in both training and program development and delivery are necessary. An ability to develop and/or deliver courses in one of cardio-respiratory physiology, research methods, or anatomy would be advantageous.
Population Epidemiology
The applicant will possess a strong background in epidemiology with a strong interest in working in a multi-disciplinary group. An ability to deliver courses in one or more biostatistics, health economics, gerontology, child health and/or research design.

Application deadline: January 30, 2003.

Dr. John A. Hay, Chair, Department of Community Health Sciences
Brock University, St. Catharines, Ontario, Canada L2S 3A1;
Fax 905-688-8954; e-mail: jhay@brocku.ca

PHYSICAL EDUCATION AND KINESIOLOGY:
5 positions

Candidates for each position must have a PhD (or equivalent) and evidence of teaching and scholarly excellence is required. Hiring decisions will be made on the basis of research excellence, teaching ability and fit with Departmental needs.

Biophysical Assessment
The candidate must be qualified to teach in at least two or more of the following areas: clinical application of training, human performance/clinical assessment, training for health and performance, ergonomics and/or fitness and lifestyle assessment.
Curriculum and Pedagogy
The candidate must be qualified to teach in at least one or more of the following areas: games, outdoor pursuits and school based physical activities for children and youth.
Dance
The candidate should have a completed doctorate or Masters of Fine Arts and be qualified tn teach courses in dance including modern dance, creative dance, choreography and aesthetics.
Motor Behaviour
The candidate must be qualified to teach in at least two or more of the following areas: motor learning, motor control and motor development.

Brock University

thrive
Careers ~~begin~~ here!

Research Methods
The candidate must be qualified to teach in at least one or more of the following areas: biostatistics, qualitative research methods and advanced research methods.

Application deadline: February 15, 2003.

Dr. Anna Lathrop, Chair, Department of Physical Education and Kinesiology
Brock University, St. Catharines, Ontario, Canada L2S 3A1
Fax: 905-688-8364; e-mail: alathrop@arnie.pec.brocku.ca

RECREATION AND LEISURE STUDIES:
3 positions

For each position, a Doctorate in Recreation and Leisure Studies or a related field is preferred together with evidence of teaching and schofarly excellence.

Inclusive and Therapeutic Recreation
The candidate will have the ability to teach and conduct research in a combination of the following areas: therapeutic recreation programs, models and assessment processes; philosophy of therapeutic recreation; leisure education and counselling; inclusion and community initiatives and/or leisure and diverse populations.
Recreation Management and Leisure Studies
The candidate will have the ability to teach and conduct research in recreation management and one or both of the following areas: social psychology/sociology of leisure and research methods.
Recreation and Leisure Studies
The candidate will have the ability to teach and conduct research in a combination of the following areas: social psychology/sociology of leisure, recreation management, inclusive/therapeutic recreation, outdoor recreation, and/or research methods.

Application deadline: January 30, 2003.

Dr. David Fennell, Chair, Department of Recreation and Leisure Studies
Brock University, St. Catharines, Ontario, Canada L2S 3A1
Fax: 905-984-4843; e-mail: dfennell@brocku.ca

SPORTS MANAGEMENT:
3 positions

Candidates for each position must have a completed Doctorate in Sport Management and/or administration, or a closely related field. Preference will be given to candidates who can teach and conduct research in their areas of expertise as well as teach classes in general sport management subjects. Submission must include a letter of application, curriculum vitae, statement of research interests, and the names of three (3) referees.

Economics and Financial Practices in Sport and the Sport Industry
Expertise in undergraduate and graduate teaching, supervision and research is required.
Marketing, Sponsorship and Entrepreneurial Practices in Sport Organizations
Expertise in undergraduate and graduate teaching, supervision, and research is required; collaborative, community-outreach, and innovative applied and theoretical approaches are assets.
Leadership and Communication in Sport and Sport Organizations
Expertise in undergraduate and graduate teaching supervision and research is required; information technology expertise an asset.

Application deadline: January 30, 2003.

Professor Maureen Connolly, Chair, Department of Sport Management
Brock University, St. Catharines, Ontario, Canada, L2S 3A1
Fax: 905-688-4505; e-mail: mconnoll@arnie.pec.brocku.ca

www.brocku.ca/hr/careers

GEOGRAPHY & ENVIRONMENTAL STUDIES

WILFRID LAURIER UNIVERSITY — The Department of Geography and Environmental Studies invites applications for a tenure-track appointment at the rank of Assistant Professor, effective July 1, 2003, subject to budgetary approval. We seek candidates to contribute to graduate teaching and supervision, and undergraduate teaching in resource management and environmental studies. We are particularly interested in candidates with expertise in social, community and policy aspects of resource management and environmental studies. Such expertise might include, resource co-management, community-based resource management, and First Nations and environment. Candidates will possess a PhD in geography, or a closely related discipline, at the time of appointment and demonstrate a clear promise of excellence in research, effectiveness in teaching, and a willingness to direct graduate research. Applicants should send a curriculum vitae, a short statement of research and teaching interests, up to three selected reprints, and the names and e-mail addresses of three referees to: Professor B Sharpe, Chair, Department of Geography and Environmental Studies, Wilfrid Laurier University, Waterloo, Ontario, Canada N2L 3C5. The closing date for applications and supporting materials is January 6, 2003, but further applications will be considered until the position is filled. Applicants can learn more about the Department and current faculty interests at http://www.wlu.ca/~wwwgeog/. We invite applications from Canadians and non-Canadians, but federal immigration regulations require that Canadian Citizens and Permanent Residents will be considered first for this position. Wilfrid Launer University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people

WILFRID LAURIER UNIVERSITY — The Department of Geography and Environmental Studies invites applications for a tenure-track appointment at the rank of Assistant or, in special circumstances, Associate Professor, effective July 1, 2003, subject to budgetary approval. We seek candidates with interests in one or more of urban geography, urban studies, gender, and urban social theory. Other areas of urban research expertise are also welcome. The appointee will be expected to contribute to undergraduate and graduate teaching and supervision in a combination of fields, including urban and economic geography, and urban studies. In addition, the successful candidate will be expected to provide administrative support to the Urban Studies program as its Co-ordinator. Urban Studies is currently a small interdepartmental program that is taken either as an option in combination with an honours program or a general degree major, or as a minor. The Faculty of Arts has intentions to expand this program and strengthen its links to other programs in the Faculty of Arts. Candidates will possess a PhD in geography, or a closely related discipline, at the time of appointment and demonstrate a clear promise of excellence in research, effectiveness in teaching, and a willingness to direct graduate research. Applicants should send a curriculum vitae, a short statement of research and teaching interests, up to three selected reprints, and the names and e-mail addresses of three referees to: Professor B Sharpe, Chair, Department of Geography and Environmental Studies, Wilfrid Laurier University, Waterloo, Ontario, Canada N2L 3C5. The closing date for applications and supporting materials is January 6, 2003, but further applications will be considered until the position is filled. Applicants can learn more about the Department and current faculty interests at http://www.wlu.ca/~wwwgeog/. We invite applications from Canadians and non-Canadians, but federal immigration regulations require that Canadian Citizens and Permanent Residents will be considered first for this position. Wilfrid Launer University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

GEOGRAPHY & GEOLOGY

McMASTER UNIVERSITY — The School of Geography and Geology invites applications for two tenure track positions at the Assistant or Associate Professor level beginning July 1, 2003. The School has been undergoing active faculty renewal with twelve new faculty hired in the last five years. (http://www.science.mcmaster.ca/geo/geomain.html). The successful applicants must hold a PhD degree in Geology, Earth Sciences, Geochemistry, or a closely related field. Candidates will be expected to develop a strong externally funded research program and to have a strong commitment to the teaching of geology and geochemistry courses at both the undergraduate and graduate levels. Position #1 — Stable Isotope Geochemist: The School seeks an innovative earth scientist with an outstanding research record in the application of isotopes to understand processes in the environmental context, or the development of new and innovative isotopic techniques for the investigation of the geosphere and particularly coupled geological-biological processes. Position #2 — Aqueous Geochemist: The School seeks an outstanding candidate from any field of aqueous geochemistry; however we are particularly interested in process oriented research with direct linkages to surface water and groundwater quality, environmental contaminants, and/or Environment and Health (http://www.mcmaster.ca/mieh/index/sitemap.html). One appointment with an outstanding research record will be selected to be nominated for a Tier II Canada Research Chair and if successful will be appointed at the Assistant or Associate Professor level. Canada Research Chairs are open to all qualified candidates with "no immigration restrictions" (see www.chairs.gc.ca) and offers will be made in accordance with Canadian immigration requirements associated with the Canada Research Chairs program. All qualified applicants are encouraged to apply; however for the non-CRC position, Canadians and Permanent Residents will be considered first. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Applicants should send a curriculum vitae, a statement of research interest, and a statement of teaching philosophy along with contact information for three referees (address, phone number and e-mail). Your cover letter should indicate to which position you are applying. The evaluation of candidates will begin on December 1, 2002 and will continue until the positions are filled. Dr Pavlos Kanaroglou, Chair, Search Committee, School of Geography and Geology, McMaster University, Hamilton, ON L8S 4K1, Tel (905) 525-9140, ext. 23525, Fax: (905) 546-0463, Email: pavlos@mcmaster.ca

GESTION

L'UNIVERSITÉ McGILL — La faculté de gestion est à la recherche de candidats pour des postes de professeur agrégé/adjoint donnant accès à la permanence dans les domaines de la comptabilité, finance, gestion générale, gestion de l'informatique, sciences de la gestion(gestion des opérations), marketing, comportement organisationnel et politique générale des entreprises. Les candidats possedent une solide expérience de la recherche ou ont le potentiel de s'y consacrer, ainsi qu'une bonne expérience de l'enseignement. Les candidats au poste de professeur adjoint sont titulaires d'un doctorat ou en instance de le terminer dans l'année. Salaire et échelon sont fonction des qualifications et de l'expérience de recherche des candidats. La faculté de gestion compte 65 professeurs à plein temps et offre des programmes de baccalauréat en commerce, de MBA et de PhD. Faites parvenir votre candidature, ainsi que trois(3) lettres de références et diplômes (copies) obtenus au Vice-doyen — affaires académiques, Faculté de gestion, 1001, rue Sherbrooke ouest, Montréal, Québec, H3A 1G5, avant le 31 janvier 2003. Conformément à la réglementation canadienne en matière d'immigration, ces offres d'emploi s'adressent aux citoyens canadiens et aux résidents permanents. L'Université McGill souscrit à l'équité en matière d'emploi.

GLOBAL STUDIES

WILFRID LAURIER UNIVERSITY — The Global Studies Program invites applications for two tenure-track positions in the dynamic and emerging field of Global Studies. Both are at the rank of Assistant Professor, effective 1 July 2003, subject to budgetary approval. Candidates must have a completed PhD and demonstrated expertise in teaching and research. One position is in Comparative Development. We are especially interested in someone with an interest and focus in critical theories of development. The second position is in Peace and Conflict. We are especially interested in someone with a critical understanding of the ways in which the theories and practice of peace and war have shaped the world in which we live. Area of specialization is open for both positions. Applicants should send a 1 or 2 page cover letter, full curriculum vitae, the names of three referees and a sample publication by Friday, 31 January 2003 to Dr. Leonard Friesen, Chair, Global Studies Program, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be considered first for the position. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people

HEALTH SCIENCES

QUEEN'S UNIVERSITY — Applications are invited from qualified individuals to fill a Tier 1 Canada Research Chair (CRC) in Reproduction, Development and Sexual Function. This position is made available through the Canada Research Chairs (CRC) program established by the Government of Canada to enable Canadian Universities to foster world-class research excellence. Detailed information about this program can be found at http://www.chairs.gc.ca. This advertisement is directed to senior investigators who have an outstanding and innovative research program. The successful candidate will have a primary appointment in the Department of Anatomy and Cell Biology. Applicants should have a PhD and/or M.D. degree, an extensive publication record and an established record of attracting external funding from peer-reviewed agencies. The successful candidate is expected to provide strong leadership to the Group in Reproduction, Development and Sexual Functions at Queen's University. The research programs of the members of the group encompass all aspects of the reproductive process starting from the union of the male and female gametes to the delivery of the newborn. Ideally, the expertise of the successful candidate will complement and enhance at least one area of the group's current research activities. The successful candidate will be eligible for significant infrastructure support through the Canada Foundation for Innovation. Salary will be commensurate with qualifications and experience. This Tier 1 CRC position will be filled for the academic year beginning 2003 or 2004. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people, persons with disabilities, gay men and lesbians. Canada Research Chairs are open to individuals of any nationality. Academic staff at Queen's are governed by a collective agreement which is posted on-line at www.queensu.ca/qufa. Review of applications will begin on December 16, 2002 and will continue until the position is filled. Please submit a detailed curriculum vitae, a statement of research and teaching interests, and arrange to have at least three letters of reference sent to The Search Committee, Group in Reproduction, Development and Sexual Function, c/o Dr. Frederick W.K. Kan, Department of Anatomy and Cell Biology, Faculty of Health Sciences, Queen's University, Kingston, Ontario, Canada K7L 3N6, Tel: (613) 533-2600, Fax: (613) 533-2566

HEALTH & SOCIETY

YORK UNIVERSITY — The Faculty of Arts, Division of Social Science seek candidates for a tenure-stream appointment at the assistant professor level in the critical interdisciplinary study of health, illness and health care commencing July 1, 2003. A PhD or equivalent, is required. Applicants must have a demonstrated record of critical, interdisciplinary scholarship and/or teaching experience in one or more of the following areas. 1) social history and/or anthropology of health and illness in North America or Europe, 2) effects of corporate involvement in health research and health care; 3) role of globalization and poverty in the spread of new and resurgent infectious diseases, 4) alternative health care systems and practices, 5) social and environmental health

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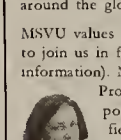
MOUNT SAINT VINCENT UNIVERSITY

Excellence · Innovation · Discovery

Faculty Positions

Recognized as a leader in innovative education, **Mount Saint Vincent University** is a dynamic, challenging and welcoming environment. Our reputation for academic excellence, personal approach to education and distinctive programs attract outstanding faculty, staff, and more than 4,400 students from across Canada and around the globe.

MSVU values and supports our faculty's expertise and goals - both professional and personal. We invite you to join us in furthering the University's strategic plan, Blueprint 2000 (visit www.msvu.ca for more information). MSVU seeks applications for the following positions, normally at the beginning Assistant Professor level, pending budgetary approval. Tenure track positions start July 2003, and term positions (nine months) start August 2003. Applicants should hold a doctorate in an appropriate field or be near completion of their degree. Evidence of research competency is expected. Teaching experience at the university level would be an asset. Salary and benefits are in accordance with the Mount Saint Vincent University Collective Agreement.



Dr. Janice Keefe is an Associate Professor in Family Studies and Gerontology at MSVU and a Canada Research Chair in Aging and Caregiving Policy.

Business Administration and Tourism & Hospitality Management
(Tenure Track) Desired areas of specialization are human resources and industrial relations. The ability to teach courses in Business Communications and Introductory Management is an asset.
(Term) The successful candidate will teach courses in Management and/or Tourism & Hospitality Management (including Restaurant & Food Service Management). A Master's degree plus significant experience will also be considered as a qualification.
- Professor Ned Kelleher, Chair, Business Administration and Tourism & Hospitality Management, ned.kelleher@msvu.ca

Chemistry/Physics (Tenure Track)
The candidate should possess a PhD in analytical chemistry and have experience in teaching first-year university physics. The successful candidate will teach courses including first-year chemistry, second-year analytical chemistry, plus its lab, and occasionally first-year physics.
- Dr. Susan Boyd, Chair, Chemistry/Physics, susan.boyd@msvu.ca

Economics (Term)
The candidate should have excellent teaching skills and be committed to research. Experience in all fields of economics will be considered; however, the Department has a particular interest in candidates with specialization in public policy.
- Dr. Nargess Kayhani, Chair, Economics, nargess.kayhani@msvu.ca

Education (Three Tenure Track & Two Term)
We are seeking candidates to contribute to the Bachelor of Education and Master of Education programs in the following areas of specialization: 1) Literacy Education (arts-informed education, literacy education and information technologies, and adult literacy); 2) School Psychology/Inclusive Practices (experience as a school psychologist and eligibility to register as a psychologist in Nova Scotia required); 3) Science Education (elementary or secondary); 4) Mathematics Education (elementary and secondary); 5) Social Studies (elementary or secondary). Expertise in the application of educational technology will be considered an advantage for all positions.
- Dr. Andrew Manning, Chair, Education, andrew.manning@msvu.ca

Family Studies & Gerontology (Tenure Track)
The candidate will have the opportunity to teach an array of courses at the graduate and undergraduate levels. All areas of specialization in family studies and gerontology will be considered, but the Department has a particular interest in candidates with specialization in aging and social gerontology.
- Dr. Deborah Norris, Chair, Family Studies & Gerontology, deborah.norris@msvu.ca

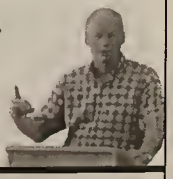
Mathematics and Computer Studies (Tenure Track)
The candidate should hold a PhD (or be near completion) in mathematics, statistics or computer science. Preference will be given to candidates with expertise in statistics. Experience teaching introductory statistics courses is an asset.
- Dr. Tina Harriott, Chair, Mathematics, tina.harriott@msvu.ca

Modern Languages (Spanish) (Tenure Track)
The position involves mainly the teaching of the Spanish Language, in addition to Hispanic Culture. The ability to promote the program is also required. The candidate should have a PhD in Spanish (specialty open) or be near completion.
- Dr. Larry Steele, Chair, Modern Languages, larry.steele@msvu.ca

Political and Canadian Studies (Tenure Track)
This position will specialize in Canadian public policy and international relations. The successful candidate will teach both introductory and advanced courses in these areas of specialization and contribute to a new program in Public Policy Studies. The ability to teach introductory and/or Canadian politics is an asset.
- Dr. Della Stanley, Chair, Political and Canadian Studies, della.stanley@msvu.ca

Public Relations (Tenure Track)
This position requires a PhD in public relations, communications or related field and work experience in public relations practice, with specialization in public relations theory and practice.
- Professor Judith Scrimger, Chair, Public Relations, judith.scrimger@msvu.ca

Sociology/Anthropology (Term)
The successful candidate should be able to teach introductory sociology. Areas of expertise are flexible, but preference will be given to candidates who have teaching experience in the sociology of education.
- Dr. Joe Tharamangalam, Chair, Sociology/Anthropology, joe.tharamangalam@msvu.ca



Dr. Kenneth C. Dewar is Chair and Associate Professor in History at MSVU and the recipient of the MSVU 2002 Alumnae Award for Teaching.

Please send applications to the appropriate Department Chair by email, or mail to their attention to Mount Saint Vincent University, Halifax, Nova Scotia B3M 2J6 by **January 10, 2003**. Applications should include statement of teaching and research interests, curriculum vitae and the names of three references.

Mount Saint Vincent University is committed to the principles of employment equity and encourages applications from all qualified candidates including women, aboriginal persons, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

movements. In addition to teaching duties the successful candidate will be expected to participate in the administration of the Health and Society Programme and to show initiative in the development of health studies at York. As well, the successful candidate will be expected to teach in a Graduate Programme at York University. Candidates are asked to submit a curriculum vitae, statement of teaching and research interests, and a sample publication; and to have three referees send letters of reference directly to Dr. Mary-Louise Craven, Chair, Division of Social Science, 5756A Ross Building, York University, 4700 Keele Street, Toronto, Ontario, M3J 1P3, tel (416) 736-2100 x77812, fax (416) 736-5574, email mlc@yorku.ca. **Deadline**: February 1, 2003. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Division of Social Science welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at www.yorku.ca/acad/jobs/ or a copy can be obtained by calling the affirmative action office at 416-736-5713. All appointments are subject to budgetary approval. In accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be considered first for this position; applications are invited from qualified individuals regardless of their immigration status in Canada.

HEALTH STUDIES

McMASTER UNIVERSITY — The Health Studies Programme and the School of Social Work at McMaster University invite applications for a tenure track position at the rank of Assistant Professor, effective July 1, 2003. We seek a scholar with an interest in health and social justice. We would be particularly interested in applicants with a research interest in mental health, disabilities, chronic illness, or addictions. The successful candidate will be jointly appointed in Health Studies and Social Work. Candidates must have a doctorate in social work or an MSW and a doctorate in a related field. They must demonstrate a strong interdisciplinary research programme in health and social justice, the ability to obtain external research funding, and a track record of disseminating the results of their research programme in significant peer-reviewed publications. Direct experience in policy, advocacy or anti-oppressive practice relating to health, and in community-based research will be considered assets. Candidates must also demonstrate an ability to teach undergraduate courses in Health Studies, a new interdisciplinary undergraduate program, and to provide undergraduate and graduate instruction and research supervision in Social Work. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be considered first for this position. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. For more information, please visit our webpages, Health Studies: www.socsci.mcmaster.ca/healthst, School of Social Work: at www.socsci.mcmaster.ca/~sowork. Applications, including a curriculum vitae, a representative sample of academic writing and three letters of reference, should be sent to: Dr. Roy Cain, Director, Health Studies Programme, McMaster University, 1280 Main Street West, Hamilton, ON L8S 4M4. Closing date for applications is January 3, 2003.

McMASTER UNIVERSITY — The Health Studies Programme and the Department of Religious Studies invite applications for a tenure track position at the rank of Assistant Professor, effective July 1, 2003. We seek a cultural anthropologist, qualitative sociologist, or other social scientist with an interest in areas such as the interpretation of ritual and symbolic healing, the religious construction of meaning through illness narratives, the analysis of the religious dimensions of alternative therapies and biomedicine, or more generally, the interrelationships among health, illness, and religion. The successful candidate will be jointly appointed in Health Studies and Religious Studies. Candidates must have a PhD, and demonstrate the potential to develop a strong interdisciplinary research programme in religion and health, compete for external research funding, and disseminate the results of this program in significant peer-reviewed publications. Candidates must also demonstrate an ability to teach undergraduate courses in Health Studies, and to provide undergraduate and graduate instruction and research supervision in Religious Studies. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be considered first for this position. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. For more information, please visit our webpages, Health Studies: www.socsci.mcmaster.ca/healthst, Religious Studies: at www.socsci.mcmaster.ca/~relstud. Applications, including a curriculum vitae, a representative sample of academic writing and three letters of reference, should be sent to: Dr. Roy Cain, Director, Health Studies Programme, McMaster University, 1280 Main Street West, Hamilton, ON L8S 4M4. Closing date for applications is January 3, 2003.

HISTORY

UNIVERSITY OF TORONTO AT MISSISSAUGA — Applications are invited for a tenure-stream position, Assistant Professor, Department of History, University of Toronto at Mississauga. PhD and evidence of excellence in research and teaching are required. Area of specialization: Iberia American/Atlantic. Applications by persons with an interest in International Relations, or Diaspora Studies are especially welcome. Duties will include research and teaching in area of specialization. The successful candidate will teach undergraduate courses at the UTM Campus and graduate courses at the St. George Campus. Salary will be commensurate with qualifications. Applications and c.v., including a complete dossier, a writing sample, and at least 3 letters of reference, should be sent to the Discipline Representative, Department of History, University of Toronto at Mississauga, Mississauga, Ontario L5L 1C6. Appointment commences 1 July 2003. Applications after 6 January 2003 may be too late. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

UNIVERSITY OF TORONTO AT MISSISSAUGA — Applications are invited for a tenure-stream position, Assistant Professor, Department of History, University of Toronto at Mississauga. PhD and evidence of excellence in research and teaching are required. Area of Specialization: East Asia. Applications by persons with an interest in International Relations, or Diaspora Studies are especially welcome. Duties will include research and teaching in area of specialization. The successful candidate will teach undergraduate courses at the UTM Campus and graduate courses at the St. George Campus. Salary will be commensurate with qualifications. Applications and c.v., including a complete dossier, a writing sample, and at least 3 letters of reference, should be sent to the Discipline Representative, Department of History, University of Toronto at Mississauga, Mississauga, Ontario L5L 1C6. Appointment commences 1 July 2003. Applications after 6 January 2003 may be too late. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

THE UNIVERSITY OF PRINCE EDWARD ISLAND — The Department of History invites applications for a tenure-track position in the history of Canada in the Atlantic World. The appointment will be at the assistant professor rank and commence on 1 July 2003. PhD and evidence of teaching and scholarly promise required. Expertise in courses such as migration, colonial societies, cultural contact and exchange, or external relations is an asset. Ability to teach an introductory European history survey course from 500 AD to the present is also an asset, but not required. Applicants should mail a covering letter, curriculum vitae, three letters of recommendation, and any other supporting documents to Ian Dowbiggin, Chair, History Department, University of Prince Edward Island, 550 University Avenue, Charlottetown, PE, C1A 4P3, Fax (902) 628-4323. The university web site (www.upei.ca) offers an excellent introduction to the University and the province. The final date for the receipt of applications is 31 January 2003. UPEI is committed to employment equity. In accordance with Canadian immigration regulations, priority will be given to Canadian citizens or permanent residents. This position is subject to final budgetary approval.

THE UNIVERSITY OF PRINCE EDWARD ISLAND — The Department of History invites applications for a tenure-track position in medieval and early modern European history. The appointment will be at the assistant professor rank and commence on 1 July 2003. A PhD and evidence of teaching and scholarly promise is required. Ability to teach an introductory survey course in European history from 500 AD to the present is also required. Applicants should mail a covering letter, curriculum vitae, three letters of recommendation, and any other supporting documents to Ian Dowbiggin, Chair, History Department, University of Prince Edward Island, 550 University Avenue, Charlottetown, PE, C1A 4P3, Fax (902) 628-4323. The university web site (www.upei.ca) offers an excellent introduction to the University and the province. The final date for the receipt of applications is 31 January 2003. UPEI is committed to employment equity. In accordance with Canadian immigration regulations, priority will be given to Canadian citizens or permanent residents. This position is subject to final budgetary approval.

WILFRID LAURIER UNIVERSITY — The Department of History invites applications for tenure-track position at the rank of Assistant Professor in modern Asian History. The successful candidate will be expected to participate in a first-year course on World History, to develop an Asian survey and senior courses in the candidate's area of specialization. This candidate will also have the opportunity to contribute to our Tri-University (Guelph-Waterloo-WLU) graduate history program. Applicants must show strength in teaching, research and publication. The position will commence 1 July 2003, subject to budgetary approval. Applicants should send their curriculum vitae, a teaching dossier, and arrange to have three letters of reference sent to: Dr. George Urbaniak, Chair, History Department, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5 by 14 February 2003. All qualified candidates are encouraged to apply; however Canadian Citizens & Permanent Residents of Canada will be considered first for the position. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

WILFRID LAURIER UNIVERSITY — The Department of History invites applications for a tenure-track position at the rank of Assistant Professor in the history of women and gender in modern Europe. The Department is particularly interested in attracting candidates with a specialization in Central, Eastern or Southern Europe. The successful candidate will be expected to teach introductory surveys of 19th and 20th century Europe, and a survey of gender/women's history in Europe. Other European courses will be shaped around the candidates interests. This candidate will also have the opportunity to contribute to our Tri-University (Guelph-Waterloo-WLU) graduate history program. The position will commence 1 July 2003, subject to budgetary approval. Applicants must show strength in teaching, research and publication. Applicants should send their curriculum vitae, a teaching dossier, and arrange to have three letters of reference sent to: Dr. George Urbaniak, Chair, History Department, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5 by 14 February 2003. All qualified candidates are encouraged to apply; however Canadian Citizens & Permanent Residents of Canada will be considered first for the position. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of History invites applications for a tenure-track appointment, effective 1 July 2003, at the level of Assistant Professor in the history of continental Europe in the Middle Ages. The position is open to all fields of study including Renaissance Italy, and all parts of continental Europe including eastern Europe, Russia and the Byzantine Empire. Applicants must show evidence of scholarly promise. Applicants will be expected to teach in a broad range of programs in the department, should have a willingness to work in collaborative and interdisciplinary research and be able to contribute to an inter-disciplinary program in which the department is involved such as Medieval Studies, Critical Studies in Sexuality, Science, Technology and Society or History of Medicine. Applicants should send a current c.v. and covering letter and arrange for three letters of reference, all to be sent to: Dr. Richard Unger, Chair, Search Committee in European History before 1500, History Department, University of British Columbia, Suite 1297, 1873 East Mall, Vancouver, BC V6T 1Z1, Canada. The position is subject to final budgetary approval and salary will be commensurate with qualifications and experience. Complete applications must be received by 15 January 2003. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified candidates to apply, however Canadians and permanent residents of Canada will be given priority.

THE UNIVERSITY OF WINNIPEG — The Department of History invites applications for a tenure-track position in African History at the rank of Assistant Professor. The Department may also consider applications from scholars with other related specializations, such as African diaspora, history of slavery, or Islamic history, who are qualified to teach courses in African history. Salary and rank commensurate with qualifications and experience. Applicants should have a PhD. The successful candidate must have a strong commitment to undergraduate teaching and to research. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is initially directed to Canadian citizens and permanent residents. Subject to budgetary approval, this position will commence on July 1, 2003. Interested applicants should submit a curriculum vitae, sample of research, and teaching dossier and should arrange for letters from three referees. Deadline for the receipt of applications and references is February 1, 2003. Address all communications to: Professor David G. Burley, Chair, Department of History, The University of Winnipeg, 515 Portage Avenue, Winnipeg, MB, R3B 2E9, Phone. 204-786-9012, Fax: 204-774-4134, E-mail: d.burley@uwinnipeg.ca.

THE UNIVERSITY OF VICTORIA — The Department of History invites applications for a tenure-track appointment at the rank of Assistant Professor in modern World History. Preference will be given to candidates with teaching and research experience in the history of the Middle East and with experience teaching 20th century World History at the undergraduate level. The successful candidate will also teach comparative transnational courses and will participate in the department's MA and PhD programs. Applicants should have a completed PhD, teaching experience and publications. Letters of application, curriculum vitae and the names and addresses of at least three referees

RESEARCH GRANTS FACILITATOR

BRITISH COLUMBIA RESEARCH INSTITUTE FOR CHILDREN'S & WOMEN'S HEALTH

CHILDREN'S & WOMEN'S HEALTH CENTRE OF BRITISH COLUMBIA

This interesting project driven facilitation role, reports directly to the Director, Research Support Services and is charged with the responsibility of facilitating research through bringing researchers together, brainstorming ideas, assisting with the articulation of research plans and integration of collaborative research projects. In addition to helping to formulate strategic research plans, structuring proposals and developing text, you will be expected to research granting agency mandates, review processes and funding histories and to be proactive in encouraging researchers to apply for funding. You will assist with skill development in areas such as experimental design, planning and proper writing skills.

Your primary duties will include preparing substantial sections of research proposals based on interviews and input from researchers, and customizing both bioscientific writing and technical presentations for target audiences. You will liaise with various foundations and funding agencies to interpret grant regulations and with senior research management to coordinate grant applications and components of grant proposals. In addition, you will assist in writing and coordinating proposals to external agencies, and coordinate, develop, review, edit and compile letters of intent, research proposals and final applications. Maintaining up-to-date knowledge of organizational and partner policies to ensure grant funding agency and university protocols are met will also be your responsibility.

In addition to strong interpersonal and organization skills, you will have a PhD in a scientific discipline, with four years related experience or equivalent, be trained in scientific writing, have a sound knowledge of grant application procedures, and have related experience in the development and writing of research papers, grants or contracts. Excellent writing skills as well as the ability to creatively problem solve are essential in this role.

Salary will be commensurate with experience and ability. This position is regular full-time. If you are looking to work in a fast-paced and challenging environment, please forward your curriculum vitae to the following address, quoting competition number **Excl 02-09-033**.

Children's & Women's Health Centre of British Columbia
Human Resources, Room S213
4480 Oak Street, Vancouver, B.C. V6H 4C9
Applications should be received no later than
January 30, 2003.

THE UNIVERSITY OF BRITISH COLUMBIA

TWO VISITING APPOINTMENTS INSTITUTE OF ASIAN RESEARCH & CENTRE FOR CHINESE RESEARCH

The Institute of Asian Research (IAR) and its Centre for Chinese Research (CCR) invite applications for two visiting appointments:

1) **Chevalier Professorship in Transportation and Local Development in China**
2) **Visiting Chair Appointment in the field of Economic Policy of China**

The Chevalier Professorship is a visiting appointment, normally appointed for an academic year, which may become permanent if the qualifications and activities of an outstanding candidate warrant. Applicants to the Chevalier Professorship must have a PhD, demonstrated excellence in research on transportation and development in China, and the ability to conduct research in Chinese. Applicants to the Visiting Chair on Economic Policy of China must have a PhD, demonstrated excellence in research on China's economy, and the ability to conduct research in Chinese. The position will normally be appointed for an academic year (September-April). Applicants for the Visiting Chair must submit a proposal for a specific piece of research, to be completed during the appointed tenure at UBC. Both the Chevalier Professor and the Visiting Chair will be expected to participate in teaching and research, and to contribute actively to CCR and IAR.

The Institute of Asian Research (IAR) is the focal point at UBC for research on contemporary issues affecting socio-economic and political development in Asia. The Centre for Chinese Research (CCR) is one of five regional Research Centres within IAR. The Centre was established to promote research on a wide variety of topics dealing with China and its relationship to the world community. CCR presents a regular seminar series on topics related to China. In addition, the Centre is engaged in a variety of activities, which encourage individual and organizational interactions between Canada and China.

These two appointments are subject to budgetary approval. Salary will be commensurate to experience. Starting date is September 2, 2003. Applications should also provide the names and addresses of three referees, current curriculum vitae, and a sample of published research. Applications should be sent by **January 31, 2003** (postmarked) to:

Dr. Pitman Potter, Director
Institute of Asian Research
1855 West Mall
Vancouver, B.C. V6T 1Z2
Canada
E-mail: potter@interchange.ubc.ca
Fax: 604-822-5207

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. UBC hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply.

Memorial
University of Newfoundland

ASSISTANT PROFESSOR
Health Care Ethics

The Faculty of Medicine and the Department of Philosophy are recruiting for a jointly appointed tenure track position in Health Care Ethics at the level of Assistant Professor (70% Faculty of Medicine; 30% Department of Philosophy). The position will commence as of July 1, 2003. The incumbent's responsibilities in the Faculty of Medicine will include curriculum development and teaching in the ethics-humanities programs for undergraduate and post-graduate medical students, and to provide clinical ethics support for the Health Care Corporation of St. John's. The successful candidate will have an active program of research. Responsibilities in the Department of Philosophy will include teaching in the undergraduate and graduate programs, and related departmental responsibilities.

A PhD in Philosophy is required. Post-graduate training and/or experience in the field of health care ethics is strongly preferred. Preference will be given to an applicant with clinical ethics experience in a medical or hospital setting.

Closing date for applications is **January 31, 2003.**

Candidates should forward a cover letter in which they briefly describe their interest in and qualifications for this position (two pages maximum), a curriculum vitae, the names of three references, and a sample of their written work to:

Chair, Health Care Ethics Search Committee
c/o Office of the Dean
Faculty of Medicine
Memorial University of Newfoundland
Health Sciences Centre
St. John's, Newfoundland A1B 3V6

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historical charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

should be sent by January 6, 2003, to Eric W. Sager, Department of History, University of Victoria, P.O. Box 3045, Victoria B.C. V8W 3P4 (http://web.uvic.ca/history/ email: ewsager@uvic.ca) Current assistant professor salary floor: $48,000. All qualified candidates are encouraged to apply; however, in accordance with Canadian Immigration requirements, Canadians and permanent residents will be given priority. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University.

THE UNIVERSITY OF LETHBRIDGE — The Department of History invites applications for a tenure-track position in Modern European History at the rank of Assistant Professor to begin 1 July 2003, subject to budgetary approval. Applicants should have a PhD at or near completion, teaching experience at the university level, and should specialize in areas other than France, Britain or Ireland. Candidates should also have thematic expertise in areas such as the history of science, medicine, ideas, warfare, etc. New Faculty are eligible for university funding in support of research and scholarly activities. For more information about the University please see our display ad in this issue and visit our web site at www.uleth.ca. The position is open to all qualified applicants, although preference will be given to Canadian citizens and permanent residents of Canada. Applications should include a curriculum vitae, transcripts, outlines of courses previously taught, teaching evaluations and publications reprints or preprints, a statement of teaching philosophy and names of at least three referees who are scholars in the field. Send this material and arrange for the letters of reference to be mailed directly to: Professor James D. Tagg, Chair, Department of History, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4 Telephone. (403) 329-2541, Fax: (403) 329-5108, or e-mail: tagg@uleth.ca. The closing date for applications is January 31, 2003

HUMAN RESOURCE MANAGEMENT

QUEEN'S UNIVERSITY — The School of Industrial Relations invites applications for a tenure stream position at the Assistant or Associate Professor level, beginning July 1st, 2003. The applicant must have a PhD or expect to complete prior to taking the appointment, with specialization in Human Resource Management. Preference will be given to those with experience / and or knowledge of public sector human resource issues. The School of Industrial Relations offers a one-year Master of Industrial Relations (MIR) degree program and has an applied and policy-oriented focus it works closely with the Industrial Relations Centre and the School of Policy Studies which provide extensive opportunities for research. The position is expected to teach graduate level courses in such areas as human resource management, compensation, human resource information systems, and supervise research essays in the MIR program. We seek an individual who has a demonstrated potential and commitment towards excellence in research and/or has an established record of research and teaching. Applicants should include a full curriculum vitae, a statement of research and teaching interests, and samples of relevant reprints or writing. Applicants should arrange for this material and three confidential letters of reference to be sent to Professor Pradeep Kumar, Acting Director, School of Industrial Relations, Queen's University, Kingston, Ontario, Canada, K7L 3N6 Tel: (613) 533-2972, Fax: (613) 533-2560. Review of applications will begin in early January 2003 and continue until the position is filled. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority

INFORMATION SYSTEMS & TECHNOLOGY

THE UNIVERSITY OF WATERLOO — The Department of Management Sciences in the Faculty of Engineering invites applications for a tenure-track faculty position at the Assistant or Associate Professor level in the area of Information Systems and Technology. We are seeking an individual with a PhD who is capable of teaching, research and graduate student supervision with a technical focus in areas such as decision support systems, telecommunications management, electronic commerce, information retrieval, software engineering, human computer interaction or database management. Strong preference will be given to applicants whose research area is of particular relevance within an Engineering Faculty. A background in computer science, electrical engineering, operations research, decision theory or information science is a strong advantage. A complete description of the Department of Management Sciences can be found at the department web site http://www.mansci.uwaterloo.ca/index.shtml. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. The University encourages applications from women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. Salary will be competitive and commensurate with qualifications and experience. Please send, by December 31, 2002, a detailed Curriculum Vitae (including a summary of research and teaching interests), a description of courses taken at the doctoral level, one or more unpublished or published research papers (if available), and names and addresses of at least three references to: Professor Elizabeth Jewkes, Chair, Department of Management Sciences, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1 (e-mail: emjewkes@engmail.uwaterloo.ca).

INFORMATION TECHNOLOGY & ENGINEERING

THE UNIVERSITY OF OTTAWA — The School of Information Technology and Engineering (SITE) seeks applications for tenure-track faculty appointments at the Assistant/Associate Professor level in the general areas of computer engineering, computer science, software engineering, and electrical engineering. The School is particularly interested in candidates with expertise in Internet technologies, software engineering, computer architecture, high-speed digital electronics and operating systems. Candidates must have a PhD in computer engineering, computer science, electrical engineering or related discipline. The successful candidates must have excellent academic credentials and an ability to develop a strong independent research program, as well teach effectively at the undergraduate and graduate levels. Rank and salary are commensurate with qualifications and experience. Bilingualism (English and French) would be an asset. Eligibility for registration as a Professional Engineer in Canada is an important criteria for the engineering disciplines. The School currently has over 2000 undergraduate students, over 400 graduate students and over 66 faculty. It offers a full slate of degrees at the Bachelor's, Master's and Doctoral levels in Computer Engineering, Electrical Engineering, Software Engineering and Computer Science. Opportunities for collaboration with Information-technology industries in Ottawa, the Silicon Valley North, are among the best. The Ottawa-National Capital region offers a remarkable variety of cultural and recreational opportunities. Processing of applications will continue until the positions are filled. Applications including a Curriculum Vitae and the names and addresses of four referees should be sent to: The Director of the School of Information Technology and Engineering Faculty of Engineering, 150 Louis Pasteur, Ottawa, ON K1N 6N5, Canada. The University of Ottawa is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including members of visible minorities, aboriginal persons and persons with disabilities. The University strongly encourages applications from women. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada

INGÉNIERIE ET DE TECHNOLOGIE OE L'INFORMATION

L'UNIVERSITÉ D'OTTAWA — L'École d'ingénierie et de technologie de l'information (EITI) cherche à combler des postes de professeurs à temps plein, agregé(s) ou adjoint(s), postes menant à la permanence. L'École comprend les domaines de génie informatique, de sciences informatiques, de génie du logiciel et de génie électrique. Les candidats avec une expertise en technologie de l'internent, en génie du logiciel, en architecture des ordinateurs, en électronique numérique haute vitesse et en systèmes d'exploitation sont particulièrement susceptibles d'intéresser le comité de sélection de l'École. Tous les candidats doivent détenir un doctorat en science informatique, en génie informatique, en génie électrique ou dans une autre discipline connexe. La préférence sera accordée aux candidats pouvant démontrer un fort potentiel en recherche et d'excellentes aptitudes pédagogiques. Le statut et la rémunération seront établis en fonction des qualifications et de l'expérience du candidat. Le bilinguisme (français et anglais) constitue un atout pour ces postes. L'admissibilité à un ordre d'ingénieurs professionnels au Canada constitue un critere très important pour les disciplines d'ingénierie. L'École compte présentement plus de 2000 étudiants au 1er cycle, plus de 400 étudiants diplômés et 66 professeurs. L'École offre des programmes complets de baccalauréat, de maîtrise et de doctorat en génie informatique, génie électrique, génie du logiciel, et sciences informatiques. L'Université offre d'excellentes perspectives de collaboration avec l'industrie des technologies de pointe et elle se situe au cœur de la capitale du Canada, une région métropolitaine d'un million d'habitants, reconnue pour la qualité de ses institutions culturelles et récréatives. L'examen des candidatures se poursuivra jusqu'à ce que les postes soient comblés. Toute demande, accompagnée d'un curriculum vitae et des noms et adresses de quatre références, doit être expédiée à l'adresse suivante: Directeur, École d'ingénierie et de technologie de l'information Faculté de génie 800, Av. King Edward Ottawa (Ontario) K1N 6N5 Canada L'Université d'Ottawa pratique l'équité en matière d'emploi et invite toutes personnes qualifiées, y compris les minorités visibles, les autochtones et les personnes handicapées, à postuler. Les femmes sont fortement encouragées à poser leur candidature En accord avec les exigences canadiennes d'immigration, cette annonce s'adresse d'abord, mais non exclusivement, aux personnes ayant la citoyenneté canadienne ou le statut de résident permanent

INTERDISCIPLINARY STUDIES

WILFRID LAURIER UNIVERSITY invites applications for a full-time tenure track position at the Assistant Professor rank for its program in Contemporary Studies, which is taught at Laurier's Brantford campus. Responsibilities will include the teaching of a course in Culture and Representation in the Contemporary Studies program and the teaching of other courses in Communication Studies. The position will involve other duties consistent with a regular teaching load at Wilfrid Laurier University. Applicants are expected to have a PhD in a relevant discipline, a demonstrated interest in interdisciplinary research and teaching, and an interest in working on a small campus which emphasizes a close knit student-faculty community which provides students with ample opportunities to meet and interact with their professors. The position will commence July 1, 2003. Please send a covering letter, a curriculum vitae, and three letters of reference to: Dr. Leo Groarke, Dean of the Brantford Campus, Wilfrid Laurier University, 73 George St., Brantford, ON N3T 2Y3. The deadline for applications is February 15th/2003 For information on Laurier Brantford, please visit our website at http://www.wlu.ca/~wwwbrantf. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people **THE UNIVERSITY OF TORONTO** — The Centre for International Studies (CIS) in the Munk Centre at the University of Toronto is offering a one or two-year post-doctoral fellowship beginning in September 2003 The fellowship is part of the Major Collaborative Research Initiative on the "Globalization and Autonomy" theme funded by the Social Sciences and Humanities Research Council of Canada This interdisciplinary program brings together a wide range of scholars from around the world. CIS provides one of the institutional bases for the program, which is headquartered at the Institute on Globalization and the Human Condition at McMaster University. The fellowship is available to Canadian citizens or citizens of another country willing to relocate to Toronto for its duration. It will be awarded to an outstanding researcher working on a significant and feasible project related to the overall program themes and research questions. Other conditions apply For further information, see the appropriate links at www.utoronto.ca/cis and at www.humanities.mcmaster.ca/~global/gaa.htm A package containing a two-page proposal, curriculum vitae, and two confidential academic reference letters should be sent to: Professor Louis W. Pauly, Director, Centre for International Studies, University of Toronto, 1 Devonshire Place, Toronto, Ontario, Canada, M5S 3K7. The deadline is January 15, 2003

ISLAMIC STUDIES

McGILL UNIVERSITY — The Institute of Islamic Studies invites applications for a tenure-track position of Assistant Professor in Islamic Philosophy with competence in teaching Mysticism, to begin as of August 1, 2003. The appointee will teach graduate research seminars and graduate and undergraduate courses, including Persian language at various levels, as well as supervise graduate theses. He/she is expected to collaborate with related departments within the Faculty of Arts. Salary will depend on qualifications and experience. Applicants must have a PhD and show promise of excellence in scholarly research and teaching. French is an asset. Applicants should send their curriculum vitae, and arrange for three letters of reference to be sent, before Monday, 16 December 2002 to: Chair — Search Committee, Institute of Islamic Studies, McGill University, 3485 McTavish Street, Montreal, Quebec, Canada H3A 1Y1. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents in Canada McGill University is committed to equity in employment.

McGILL UNIVERSITY — The Institute of Islamic Studies invites applications for a tenure-track position of Assistant Professor in Islamic History with competence in Classical and Med-eval periods, to begin as of August 1, 2003. The appointee will teach graduate research seminars and graduate and undergraduate courses, including Classical and Modern Arabic language, as well as supervise graduate theses. He/she is expected to collaborate with related departments within the Faculty of Arts. Salary will depend on qualifications and experience. Applicants must have a PhD and show promise of excellence in scholarly research and teaching. French is an asset. Applicants should send their curriculum vitae, and arrange for three letters of reference to be sent, before Monday, 16 December 2002 to: Chair — Search Committee, Institute of Islamic Studies, McGill University, 3485 McTavish Street, Montreal, Quebec, Canada H3A 1Y1. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents in Canada McGill University is committed to equity in employment

ITALIAN & FRENCH STUDIES

ST. JEROME'S UNIVERSITY — The Department of Italian and French Studies at St. Jerome's University (in the University of Waterloo) invites applications for a tenure-track appointment in Italian and French Studies at the rank of Assistant Professor, commencing July 1, 2003. St Jerome's University is a publicly-funded Roman Catholic liberal arts university, fully federated with the University of Waterloo. As our mission focuses primarily (but not exclusively) on undergraduates, we emphasize both teaching excellence and a spirit of collegiality befitting a multi-disciplined environment. The successful candidate will have a PhD in Italian Studies with a strong background in French, or a PhD in French Studies with a strong background in Italian, or a PhD in Comparative Literature/Studies with a significantly dominant bese in Italian and French. The candidate will also have an excellent knowledge of both Italian and French, a good command of English, evidence of strong teaching, and an actively developing research program. Duties will include the teaching of undergraduate courses in both Italian and French, research, and service. Applications from women and men who are familiar with and sympathetic to the traditions of the Roman Catholic faith are encouraged. Interest in and ability to make interdisciplinary contributions is an asset. The minimum starting salary (as of May 1, 2002) for an Assistant Professor is $48,529. The closing date for applications is January 31, 2003

Western

The University of Western Ontario

Chair, Department of Epidemiology & Biostatistics

The Faculty of Medicine & Dentistry, at The University of Western Ontario, is inviting applications for the position of Chair in the Department of Epidemiology and Biostatistics.

The Department of Epidemiology and Biostatistics is a research-intensive department with a strong graduate program. The 9 core faculty and 36 cross-appointed faculty from clinical and basic departments and research institutes are committed to research in the area of Population Health. Current research areas include etiologic studies, clinical and field trials, health surveillance, developing measures of quality of life and studies of social determinants of health relevant to a variety of topic areas including: aging, child health, diabetes, hepatitis C, injuries, maternal health and mental health. Methodologic research focussing on cluster randomization, epidemiological methods and survey research are also strengths of the department. Disciplines of core faculty include epidemiology, biostatistics and health economics. The Department offers a graduate program in Epidemiology and Biostatistics which is one of the oldest in Canada. An innovative graduate certificate in clinical epidemiology was introduced in 1995.

Candidates should have demonstrated leadership and management skills and outstanding research accomplishments in a relevant research area which complements existing research strengths.

Details concerning the Department and the Faculty may be found through the University's home page at www.uwo.ca

Interested candidates should submit a CV outlining their research, teaching, and administrative experience and interests, including future directions, together with the name and addresses of three referees to:

Dr. Carol Herbert, Dean
c/o Ronnine Hallam
Faculty of Medicine & Dentistry
Health Sciences Addition H110
The University of Western Ontario
London, Ontario N6A 5C1
Fax: (519) 850-2357

The position is available commencing July 1, 2003. The selection committee will review applications starting January 6, 2003, but the competition will remain open until the position is filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Positions are subject to budget approval. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. The University of Western Ontario has a defined contribution pension plan.

Laurentian Laurentienne
UNIVERSITY/UNIVERSITÉ

Chaire en cognition, technologie et pensée mathématique

L'École des sciences de l'éducation de l'Université Laurentienne sollicite des candidatures ayant le profil requis pour occuper la chaire de recherche du Canada en cognition, technologie et pensée mathématique. Il s'agit d'une chaire du concours Ouvert, volet II.

Cette chaire s'appuiera sur une perspective théorique interdisciplinaire qui intègre des éléments d'épistémologie, de sémiotique, d'anthropologie, d'éducation, de sociologie, de psychologie et de technologie. Elle veut répondre à des questions pédagogiques essentielles appliquées tant à la salle de classe qu'à la formation à l'enseignement et portant sur la relation entre cognition, mathématique et technologie.

Le personne choisie sera titulaire d'un doctorat en éducation ou dans un domaine connexe et aura un dossier exceptionnel de recherche laisant état de publications dans le domaine de la cognition reliée aux mathématiques ou aux sciences. Elle devra aussi avoir une bonne connaissance de l'utilisation de la technologie en salle de classe. Une expérience de recherche avec les enseignantes et enseignants sera considérée comme un atout.

Les dossiers de candidature doivent contenir un curriculum vitae, un résumé du programme de recherche du candidat ou de la candidate et trois lettres confidentielles de recommandation envoyées sous pli séparé par les répondants du candidat à la demande de ce dernier. Les dossiers doivent être adressés à **Dr. Anne-Merie Mewhiney, Doyenne de la Feculté des écoles professionnelles, Université Laurentienne, Chemin du Lac Ramsey, Sudbury (Onterio) P3E 2C6**, ammawhiney@laurentienne.ca avant le **15 Jenvier 2003**

Conformément à la politique du bilinguisme de l'Université Laurentienne, le bilinguisme passif (français/anglais) est une condition d'obtention de la permanence.

L'Université Laurentienne adhère au principe de l'équité dans l'emploi et incite toutes les personnes qualifiées, y compris les femmes, les Aulochtones, les membres des minorités visibles et les personnes handicapées à poser leur candidature

Veuillez noter que ce poste est assujetti aux conditions du Programme des chaires de recherche du Canada et que la nomination de la personne choisie sera soumise à l'approbation du Secrétariat.

U|C|C
THE TOTAL EXPERIENCE

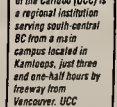
KAMLOOPS, BRITISH COLUMBIA

DEAN

School of Advanced Technologies and Mathematics

COMPETITION #03-505

The University College of the Cariboo (UCC) is a regional institution serving south-central BC from a main campus located in Kamloops, just three and one-half hours by freeway from Vancouver. UCC features outstanding student and community facilities on a spectacular university-style campus, overlooking this dynamic and growing city of 80,000 residents. Almost 8,500 students now attend UCC to study in one of our 10 university degree programs or 50 different diploma and certificate programs, many of them unique in the province.



Applications are invited for the position of Dean, School of Advanced Technologies and Mathematics. This is a newly created school combining the departments of Engineering Design and Drafting Technology, Digital Art and Design, Mathematics and Statistics, Computing Science, Computer Information Systems Technology, Electronics, and Engineering Transfer. The School offers certificates, diplomas and degrees. The successful candidate will have a unique opportunity to provide leadership for the School during its formative years.

The Dean will be responsible for all programs within the School and will report to the Vice-President, Academic, who oversees all educational programs offered by UCC.

Applicants for this position should have experience that demonstrates outstanding interpersonal, supervisory, administrative and public relations skills, a collaborative leadership style, and a strong commitment to excellence in teaching and research. Of particular importance is an ability to represent the new School effectively both internally and externally, and to establish links with business and industry and with other educational institutions at various levels. The successful candidate will be able to articulate an inspiring vision for the direction of the new School.

The position of Dean is a seconded position from the faculty, and carries a five-year term that may be renewed for one additional five-year term.

QUALIFICATIONS:
Ph.D. in relevant field desired, Master's degree required
Relevant industry/education experience: minimum 5 years preferred
Administrative Experience: minimum 5 years preferred

COMMENCEMENT OF APPOINTMENT: 01 August 2003
CLOSING DATE FOR APPLICATIONS: 26 February 2003

In accordance with Canadian Immigration laws, this ad is directed to citizens and permanent residents of Canada. The University College of the Cariboo is committed to the principle of employment equity. Please forward current curriculum vitae, quoting the Competition #03-505, with names, addresses and telephone numbers of three (3) referees, along with a copy of graduate transcripts to:

Irene Bazell, Human Resources Officer
The University College of the Cariboo
P.O. Box 3010
Kamloops, BC V2C 5N3

THE UNIVERSITY COLLEGE OF THE CARIBOO

Applications must contain a detailed letter explaining your interest and suitability for this position, a curriculum vitae, statements of the applicant's teaching philosophy and research agenda, and three confidential letters of recommendation sent under separate cover by the candidate's referees at the candidate's request. Please address applications to Dr. Gabriel Nicolc, Chair, Department of Italian and French Studies, St. Jerome's University, Waterloo, Ontario, Canada, N2L 3G3. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. St Jerome's University is committed to the principles of employment equity

ITALIAN STUDIES

THE UNIVERSITY OF GUELPH — The School of Languages and Literatures of the University of Guelph (Italian Studies) invites applications for a tenure-track position in Italian Studies at the rank of Assistant Professor beginning July 1, 2003. Duties will include teaching of civilization, culture, and literature courses, as well as Italian as a second language at the undergraduate level. PhD in Italian Studies (language, culture, and/or literature) is required. Publications in the field of interest, native or near-native fluency in English and Italian, and language-teaching experience in Italian as a second language are also required. Expertise in technology-assisted language learning will be considered an asset. Salary will be commensurate with the candidate's qualifications and experience. Applications consisting of a letter of introduction, a curriculum vitae, three letters of recommendation and a selection of teaching evaluations should be sent before January 1, 2003 to Dr. Daniel Chouinard, Director, School of Languages and Literatures, University of Guelph, Guelph, Ontario, N1G 2W1, Canada. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women

KINESIOLOGY

THE UNIVERSITY OF WINDSOR invites applications for a tenure-track faculty position in the Faculty of Human Kinetics in the area of Leisure and Sport Management at the rank of assistant professor commencing July 1, 2003. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Jim Weese, Dean, Faculty of Human Kinetics, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253.3000, Ext. 2432; Fax: 519.973.7056; Email: jweese@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca

LABOUR STUDIES

McMASTER UNIVERSITY — A contractually limited full-time appointment will be made in Labour Studies, by McMaster University at the Lecturer or Assistant Professor level. The appointment will be for 22 months commencing September 1, 2003. Labour Studies is an interdisciplinary programme, resident in the Faculty of Social Sciences, which includes Anthropology, Economics, Political Science, Social Work and Sociology. Responsibilities will include the equivalent of six half courses of undergraduate teaching and associated course administration, including supervision of teaching assistants. Teaching responsibilities will include teaching first year courses in contemporary labour issues and the history of the Canadian labour movement. Candidates should have an interdisciplinary approach to studies in work issues, labour and society. A PhD or ABD is preferred, although candidates with MAs and teaching experience (either in post-secondary institutions or in the labour movement) will be considered. All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be considered first for this position. McMaster University is strongly committed to employment equity within its community, and to recruiting diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities and persons with disabilities. This encouragement is in keeping with Labour Studies' focus on the ways in which structural forces (e.g. social class, gender, race, age, ability, sexuality, culture) affect workers and their workplaces, and with our longstanding commitment to teaching and research that reflects the diversity and concerns of the community. Further information on Labour Studies can be found on the Labour Studies Home Page at www.socsci.mcmaster.ca/labourstudies/. Applicants should send a curriculum vita and arrange to have three letters of reference sent to the Director, Labour Studies Programme, McMaster University, Hamilton, Ontario L8S 4M4. The application deadline is January 30, 2003.

LANGUAGE ARTS EDUCATION

THE UNIVERSITY OF WINDSOR invites applications for tenure-track faculty positions in the Faculty of Education in the area of Mathematics, Music, Language Arts, Social and Cultural Foundations, Science and Educational Policy and Leadership commencing July 1, 2003. Subject to Budgetary Approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Pat Rogers, Dean, Faculty of Education, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253.3000, Ext. 3801; Fax: 519.971.3612; Email: progers@uwindsor.ca For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca

LANGUES MODERNES ET D'ETUDES CLASSIQUES

L'UNIVERSITÉ SAINT MARY'S — Le Département de Langues Modernes et d'Études classiques de L'Université Saint Mary's (Halifax, Nouvelle-Écosse), sollicite des candidatures pour un poste d'enseignement du Français, menant à la titularisation, au rang de Professeur Adjoint et débutant le 1er Juillet 2003. Le /la futur(e) collègue devra assumer un rôle majeur dans le développement et la coordination de notre programme de langue française, et, ce, à long terme. En plus d'avoir comme compétence première et domaine de recherche, l'appreintissage du français langue seconde, le/la candidat(e) idéal(e) s'engagera à assurer l'enseignement des cours de langue, assisté par les nouvelles technologies. Pouvoli dispenser des cours de culture francophone serait également un atout souhaitable. L'Université Saint Mary's se distingue par son profil international et internationalise son programme d'études, afin de mieux s'engager dans l'ère de la globalisation et de préparer ses étudiants à vivre et travailler dans un environnement mondial. Finalement, les candidat(e)s devront, au minimum, détenir un doctorat et maîtriser le français et l'anglais parfaitement. Les lettres de candidature accompagnées d'un Curriculum Vitae à jour, d'évaluations récentes d'étudiants, d'un dossier pédagogique (si disponible) et de trois lettres de références doivent être envoyées à l'adresse suivante: Dr. George Nahrebecky, Chair, Modern Languages and Classics, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3, Canada. La date de clôture des candidatures est le 1er mars 2003. Cette offre d'emploi concerne les citoyens canadiens et les résidents permanents. L'Université Saint Mary's respecte une politique d'équité en matière d'emploi. Pour plus d'information nous concernant, veuillez consulter notre site, à l'adresse électronique suivante : www.stmarys.ca

LAW

McGILL UNIVERSITY — The Faculty of Law invites applications for tenure, tenure-track, limited term and visiting positions at all ranks, and in all curricular areas. For details please visit the Faculty web-page: www.law.mcgill.ca/faculty/positions-en.htm. Application deadline: January 1, 2003 for positions commencing on or about July 1, 2003; July 1, 2003 for positions commencing on or about January 1, 2004.

LAW & SOCIETY

YORK UNIVERSITY — The Faculty of Arts, Division of Social Science invites applications for a tenure-stream appointment in Law & Society at the assistant professor level commencing July 1, 2003. The Division is a department within the Faculty of Arts, mandated to provide undergraduate general education, as well as housing numerous specialized interdisciplinary programs including the Law & Society Program. The Law & Society Program is one of the most established and largest undergraduate programs of its kind in Canada. Further details about the program can be found on its website http://www.arts.yorku.ca/soci/programs/lands.html. The successful candidate will hold a PhD or equivalent, and will show promise of excellence in research and publication in the interdisciplinary field of law and society. Areas of specialization are open. The program is, however, especially interested in candidates with a specialization in at least one of the following areas of socio-legal research: aboriginal issues, disability, legal history, or socio-legal theory. He or she must demonstrate a strong commitment to undergraduate teaching within an interdisciplinary context. In addition to upper-level courses in his or her area of specialization, the candidate should be prepared to teach one of the program's introductory courses. The successful candidate will show potential to be appointed to the Faculty of Graduate Studies. Candidates are asked to submit a curriculum vitae, a statement of research and teaching interests, and samples of publication, and to have three referees send letters of reference directly to: Marie Louise Craven, Chair, Division of Social Science, 5756 Ross Building, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3, Phone: (416) 736-2100 x77812, Fax: (416) 736-5574, email: mlc@yorku.ca Deadline: January 1, 2003. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Division of Social Science welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs/ or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. All positions at York are subject to budgetary approval. In accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be considered first for this position; applications are invited from qualified individuals regardless of their immigration status in Canada

LIBRARY

YORK UNIVERSITY Librarres Invite applications for the position of Science Librarian, Steacie Science Library. The Libraries seek a dynamic librarian with a strong background in science and a commitment to enhancing the life sciences collection and services. York University is the third largest university in Canada serving a population of approximately 50,000 students from diverse cultures. The Steacie Library contains over 200,000 items primarily in the pure and applied sciences. Responsibilities include reference services; information literacy instruction; collection development and management; integration of electronic resources into library programs; liaison with academic units; professional development, research and scholarly work, participation on library committees and service to the University. Librarians at the Steacie Library are required to work some evenings and weekends. Qualifications required: ALA-accredited MLS or equivalent. An undergraduate degree in the life sciences. Knowledge of science and technology print and electronic resources. High level of computer literacy and familarity with electronic and Web information resources and applications. Ability to provide instruction in varied teaching environments. A strong personal service philosophy, effective communication and leadership skills, team skills. Interest in library and university committee responsibilities and ability to manage a diverse workload. An understanding of scholarly research and trends in the sciences. A flexible and innovative approach to problem solving. Campus resources include an on-site daycare centre, a women's centre, a race and ethnic relations centre, a sexual harassment centre, a 'positive space' program in support of sexual and gender diversity, and a wellness centre. York University encourages attitudes of respect and non-discrimination toward persons of all ethnic and religious groups, regardless of gender or sexual orientation. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Steacie Science Library welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. This position is a continuing appointment (tenure track) to be filled at the Assistant Librarian level and is appropriate for a librarian with up to four years of experience. The anticipated salary level is mid to high 50s depending on experience. All positions at York University are subject to budgetary approval. This position is included in the York University Faculty Association bargaining unit. Preference will be given to applications received before February 3, 2003. The anticipated starting date is July 1, 2003. Applications, including a covering letter relating qualifications and requirements of the position, and a current curriculum vitae with the names of three referees, should be sent to: Chair, Science Librarian Appointment Committee, 310 Scott Library, York University Libraries, 4700 Keele St., North York, Ont. M3J 1P3, Fax (416) 736-5451. Applications should be sent by mail or by fax with a mail copy following. We will not accept applications sent by e-mail. Only candidates being considered for an interview will be contacted.

MANAGEMENT

McGILL UNIVERSITY — The Faculty of Management. Applications are invited for anticipated tenure-stream appointments in the areas of Accounting, Finance, General Management, Information Systems, Management Science/Operations Management, Marketing, Organizational Behaviour, and Strategy and Organization. Salary and rank are commensuate with the candidate's qualifications and research record. The Faculty of Management has over 65 full-time faculty and offers B. Com., MBA, and PhD degrees. Please send your Curriculum Vitae along with three (3) copies of letters of reference and copies of diplomas to the Associate Dean — Academic, Faculty of Management, 1001 Sherbrooke Street West, Montreal, Quebec, H3A 1G5. Closing date to receive application is January 31, 2003. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

THE UNIVERSITY OF TORONTO — Position Title/Rank: Assistant/Associate/Full Professors. Division: Joseph L. Rotmen School of Management. Department. Management. Deadline: January 6, 2003. Job Description: The Joseph L. Rotman School of Management at the University of Toronto invites applications from qualified candidates for a position in the tenure-stream. Subjects of strategic interest to the School are finance, Marketing, Organizational Behaviour, Strategic Management and Business Economics. Rank and salary will be commensurate with qualifications, teaching and practical experience. Appointments will be effective July 1, 2003. A PhD or DBA degree (completed or near completion) is expected. Successful candidates will show excellent leadership and innovation in research and teaching. Duties will include research and teaching at both graduate and undergraduate level. Please send by January 6, 2003, a letter of application with a curriculum vitae and the names of three references to: Dr. Peter Pauly, Associate Dean, Research & Academic Resources, Joseph L. Rotman School of Management, University of Toronto, 105 St. George Street, Toronto, Ontario, Canada, M5S 3E6, Fax: (416) 978-5813, E-mail: pauly@rotman.utoronto.ca. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members to sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permenent residents will be given priority

MANAGEMENT INFORMATION SYSTEMS

CONCORDIA UNIVERSITY — John Molson School of Business, Department of Decision Sciences and MIS. Applications are invited for tenure-track and visiting positions in Management Information Systems at all levels. Qualifications at the assistant professor level include PhD or ABD in MIS, with evidence of strong research and teaching potential. At the associate and professor levels, an established research record is essential. Tenure-track positions commence on June 1, 2003. The specific areas of expertise sought are Business Data Communications, Database Management, e-Business and Software Programming. However, applications from other areas within the MIS discipline will also be considered. Preference will be given to candidates who have a strong orientation to academic research and provide evidence of excellent teaching. Successful candidates will be responsible for teaching courses at the undergraduate, MBA, MSc, and/or PhD levels. Candidates will be expected to teach and be active in research. Applicants for tenure-track appointments will be expected to teach four courses per year. Salaries are competitive and will be commensurate with qualifications and experience. The Department of Decision Sciences and MIS house the disciplines of MIS, Operations Management and Statistics. There are currently fourteen full-time faculty members in the MIS group. It is one of the five departments in the John Molson School of Business (JMSB). The Faculty's programs are accredited by the AACSB — The International Association for Management Education. Application deadline is February 1, 2003, but the search will continue until the positions are filled. Applicants should send a curriculum vitae and names of at least three referees to: Dr. Dennis Kira, Chair, Department of Decision Sciences and M.I.S., John Molson School of Business, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, Canada H3G 1M8, e-mail: kira@vax2.concordia.ca, Tel.: (514) 848-2581, Fax: (514) 848-2824. For more information consult the web site: http://www.concordia.ca/. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons

MANAGEMENT & LABOUR STUDIES

THE UNIVERSITY OF WINDSOR invites applications for faculty positions in the Odette School of Business in the areas of Marketing, Management Science, Business Strategy, Management and Labour Studies and Accounting commencing July 1, 2003. Subject to Budgetary Approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Roger Hussey, Dean, Odette School of Business, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253.3000, Ext. 3091, Fax: 519.973.7073; Email: rjdeslp@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

MANAGEMENT SCIENCE

THE UNIVERSITY OF WINDSOR invites applications for faculty positions in the Odette School of Business in the areas of Marketing, Management Science, Business Strategy, Management and Labour Studies and Accounting commencing July 1, 2003. Subject to Budgetary Approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr Roger Hussey, Dean, Odette School of Business, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 3091; Fax: 519.973.7073; Email: rjdeslp@uwindsor.ca For information on the University of Windsor or the City of Windsor, contact Dr Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca

McGill

Assistant Professor in Human Cognition
Department of Psychology

The Department of Psychology at McGill University seeks applicants for a tenure-track position Assistant Professor in Human Cognition with an anticipated starting date of September 1, 2003

We are primarily interested in applicants studying issues in memory, concepts, reasoning, problem solving, decision making, learning, or development using human experimentation, modelling, and/or cognitive-neuroscience techniques

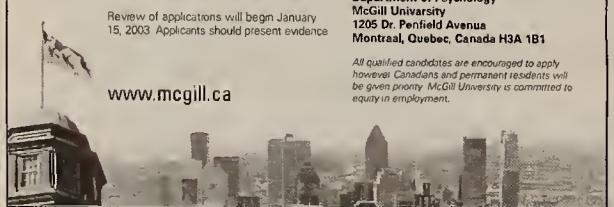
The Department has excellent facilities for interdisciplinary research through its links with related academic departments at McGill and other universities in Montreal

Review of applications will begin January 15, 2003. Applicants should present evidence of the ability to establish a record of significant, externally-funded research productivity and are expected to have an aptitude for both undergraduate and graduate teaching. Applicants should arrange for three confidential letters of recommendation to be sent to the address below. A curriculum vitae, description of current and proposed areas of research, selected reprints of published or in-press research articles, a description of areas of teaching competency, interest, and approaches, and other relevant material, should also be sent to.

Chair
Human Cognition Search Committee
Department of Psychology
McGill University
1205 Dr. Penfield Avenue
Montraal, Quebec, Canada H3A 1B1

All qualified candidates are encouraged to apply however Canadians and permanent residents will be given priority. McGill University is committed to equity in employment.

www.mcgill.ca



Join the... **Champions of Care**

St. Joseph's Healthcare Hamilton

St. Joseph's Healthcare Hamilton, a major, multi-sited academic health sciences centre affiliated with the Faculty of Health Sciences at McMaster University and Mohawk College, is seeking two dedicated...

Internists/Hospitalists

FRCPC qualified, you will be a part of our busy General Medical Service in a premier academic and research health care organization. Working closely with other members of the team, you will work to enhance medical care in the Medical, Surgical, Psychiatric, Obstetric, and Rehabilitation departments and Emergency Room.

You will work at our acute care site, downtown Hamilton, home to the multi-million dollar Father Sean O'Sullivan Research Centre, the prestigious Firestone Institute for Respiratory Health, and the high-tech Brain Body Institute.

Creating an environment that fosters ongoing learning and a high degree of satisfaction is central to our commitment to supporting our staff and students and ensuring maximal retention and recruitment. Attractive remuneration and conditions will be offered.

We encourage all qualified persons to apply in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Please express interest in writing, including a detailed curriculum vitae and names of three references by January 31st, 2003, to:
Dr. D. Higgins, Chief, Department of Medicine, St. Joseph's Hospital, 50 Charlton Avenue East, Hamilton, ON L8N 4A6 Fax: 905-521-6184 higginsd@mcmaster.ca

St. Joseph's Healthcare Hamilton

The City of Hamilton, located half way between Toronto and Niagara Falls along the beautiful Niagara escarpment, offers you a full spectrum of business and recreational activities. To find out more about our great city, check out www.city.hamilton.on.ca!

Check out our website: www.stjosham.on.ca

CLINICAL BIOMECHANIST
University of New Brunswick (Fredericton Campus)
Faculty of Kinesiology

The Faculty of Kinesiology invites applications for a tenure-track position at the rank of assistant professor in clinical biomechanics with an emphasis in musculoskeletal disorders, and orthopaedic or rehabilitative biomechanics.

The successful candidate will have a PhD and a research background in areas relating to the effects of injury, disease state, or age upon movement. Duties will include teaching at the undergraduate and graduate levels, supervising graduate students, conducting research, and if appropriate, engaging in clinical work. Successful candidates will be expected to compete for research grants and contracts to support their research program and their graduate students and be willing to collaborate with researchers and professionals in related fields and also able to seek external funding.

SALARY: Commensurate with qualifications and experience.

Applicants should submit a letter of application, current curriculum vitae, teaching dossier, and four letters of reference by January 15, 2003 to:

UNB
UNIVERSITY OF NEW BRUNSWICK

Dr. C.L. Stevenson, Dean
Faculty of Kinesiology
University of New Brunswick
P.O. Box 4400, Fredericton, NB E3B 5A3
Phone: (506) 453-4576
Fax: (506) 447-3058
E-Mail: CLS@UNB.CA

In accordance with Canadian immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity. This position is subject to budgetary approval.

Save time and money! Send your ads via e-mail!

ads@caut.ca

CAREERS CARRIÈRES

THE UNIVERSITY OF WATERLOO — The Department of Management Sciences in the Faculty of Engineering invites applications for a tenure-track faculty position at the Assistant or Associate Professor level in the area of Organizational Behavior and/or Organizational Theory We are seeking an individual with a PhD who is capable of teaching, research and graduate student supervision in areas such as the study of technology based companies, implications of information technology on organizations, the organizational and behavioural aspects of innovation and technological change. Individuals with an interdisciplinary research approach (e g, using organizational behavior/theory with economics/ operations research) and with a background in engineering or science will be preferred. A complete description of the Department of Management Sciences can be found in the department Web site at. http://www.mansci.uwaterloo.ca/index.shtml All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. The University encourages applications from women, members of visible minorities, native peoples, and persons with disabilities This appointment is subject to the availability of funds. Salary will be competitive and commensurate with qualifications and experience. Please send, by January 3, 2003, a detailed Curriculum Vitae (including a summary of research and teaching interests), a description of courses taken at the doctoral level, one or more published or published research papers (if available), and names and addresses of at least three references to: Professor Elizabeth Jewkes, Chair, Department of Management Sciences, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1 (e-mail: emjewkes@engmail.uwaterloo ca)

MARKETING

THE UNIVERSITY OF WINDSOR invites applications for faculty positions in the Odette School of Business in the areas of Marketing, Management Science, Business Strategy, Management and Labour Studies and Accounting commencing July 1, 2003. Subject to Budgetary Approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Roger Hussey, Dean, Odette School of Business, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253 3000, Ext. 3091; Fax 519.973 7073, Email: jdeslip@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

MATHEMATICAL & STATISTICAL SCIENCE

THE UNIVERSITY OF ALBERTA — Department of Mathematical and Statistical Sciences, Senior Canada Research Chair in Mathematical Finance All national and international candidates are invited to apply for a Tier 1 Canada Research Chair (CRC) position in Mathematical Finance at the University of Alberta. The appointment will be at the Full Professor level and will commence on September 1, 2003. It is policy that CRC positions will have a highly competitive salary and a reduced teaching load. Applicants should have an outstanding research record in Mathematical Finance Candidates with a strong mathematical background, leadership abilities, and communications skills will be considered. The successful applicant will join an active research team in Mathematical Finance at the University of Alberta. The Canada Research Chairs Program imposes no restrictions on nominees with regard to nationality or country of residence All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. Applications should include a curriculum vitae, including a list of research and teaching activities. Candidates should arrange for at least three confidential letters of reference to be sent to: Anthony To-Ming Lau, Chair, Department of Mathematical and Statistical Sciences, University of Alberta, Edmonton, Alberta, T6G 2G1 Canada The closing date for applications is January 06, 2003. Please see our web pages for more information about the Department and our University For information about the Canadian Research Chair program please go to www.chairs.gc.ca. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal person.

MATHEMATICS

TRENT UNIVERSITY — The Department of Mathematics invites applications for a tenure-track appointment at the assistant professor level commencing July 1, 2003 The Department particularly seeks persons with qualifications in applied mathematics and research interest in financial mathematics. Candidates should have a PhD in Mathematics and have appropriate teaching and research experience Trent University is a primarily undergraduate institution located in Peterborough, Ontario, approximately 1.5 hours northeast of Toronto More information about the university and the mathematics department can be found on our website at http://www.trentu.ca/mathematics Applicants should include a current curriculum vitae and a teaching dossier, and arrange for three letters of reference to be sent to. Professor B. Zhou, Chair, Department of Mathematics, Trent University, 1600 West Bank Drive, Peterborough, Ontario, Canada K9J 7B8. Telephone: (705) 748-1011 Ext. 1327, Fax: (705) 748-1630 Email: mathdtrentu.ca. Applications should be received no later than January 17, 2003 Trent University is an equal opportunity employer and welcomes applications from women, Aboriginal peoples, visible minorities, and disabled persons All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority

BISHOP'S UNIVERSITY — The School of Education is currently seeking applications for two tenure track positions at the Assistant Professor level in Teacher Education. Candidates should have a completed doctorate and have demonstrated excellence in teaching at the university level Prior teaching experience in elementary or secondary schools is essential. We are looking for generalists in Teacher Education who can teach a range of courses at both the Elementary and Secondary levels but candidates should also have research and teaching interests in one of the following areas: Special Education, Educational Foundations, Language Education. The candidates would also be expected to assume some administrative duties within the School Practice teaching supervision is expected of all members of the School as part of the workload Knowledge of French is an asset. The starting date for these positions will be July 1, 2002. Currently the salary floor is $45,543 and includes an additional $1800 professional development fund. Interested candidates should send a letter of application giving an overview of qualifications, a current curriculum vitae, evidence of teaching effectiveness, and contact details of three referees to Dr. Lynn Thomas, Director, School of Education, Bishop's University, Lennoxville, Quebec, J1M 1Z7. Email lthomas@ubishops.ca; Fax (819) 822-9661. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents Bishop's University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. Deadline for application is March 29, 2002, or until positions are filled

YORK UNIVERSITY — The School of Analytic Studies and Information Technology (SASIT) of the Atkinson Faculty of Liberal and Professional Studies at York University, invites applications for a one year contractually limited position in Mathematics at the level of Assistant Professor. Candidates should have a PhD in mathematics and demonstrated excellence in teaching and research. Duties for this position include teaching a broad range of Mathematics courses, research, and committee service. Further information on the Atkinson Mathematics Program is available at www.yorku.ca/asulma/Index.html. A letter of application, curriculum vitae, and three confidential letters of recommendation should reach the Coordinator by February 15, 2003. Dr. A Wong, Mathematics Search Coordinator, School of Analytical Studies and Information Technology, Atkinson Faculty of Liberal and Professional Studies, York University, 527 Atkinson, 4700 Keele Street, Toronto, Ontario M3J 1P3, Email: august@yorku.ca, phone 416.736.5232, fax 416.736.5188. At least one letter should address teaching A letter of application should have appended a curriculum vitae and the names of three referees. All appointments are subject to final budgetary approval. The anticipated start is July 1, 2003. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are. women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Atkinson Faculty of Liberal and Professional Studies welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at www yorku ca/acadpobs/ or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply, however, Canadian citizens and Permanent Residents will be given priority

THE UNIVERSITY OF WINNIPEG — The Department of Mathematics & Statistics invites applications for a tenure-track faculty position in Mathematics at the Assistant Professor level Candidates should have a demonstrated commitment to undergraduate teaching and research. Subject to budgetary approval, the effective date of appointment will be July 1, 2003, or as soon afterward as possible. The focus of our department's research efforts have been in Graph Theory and Combinatorics; however, strong candidates in all areas of Mathematics are encouraged to apply Candidates should have a PhD or be near completion. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities In accordance with Canadian Immigration requirements, this advertisement is initially directed to Canadian citizens and permanent residents Deadline for the submission of applications is March 1, 2003. Interested applicants should send a curriculum vitae, including the names of three referees to Dr. James Currie, Chair, Department of Mathematics and Statistics, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9, Canada, Fax: 204-783-7981, email: j.currie@uwinnipeg ca

THE UNIVERSITY OF WATERLOO — The Faculty of Mathematics is seeking outstanding researchers as candidates for Canada Research Chairs. The Faculty expects to fill ten such Chairs between now and 2005 Information about the Canada Research Chair Program can be found at http://www.chairs gc.ca. The Faculty of Mathematics conducts leading research in numerous areas including actuarial science, computer science, combinatorics and optimization, pure and applied mathematics, and statistics. Information about the Faculty can be found at its web site http://www.math.uwaterloo.ca/FacultyIndex.html Exceptional candidates in any area in which the faculty conducts research will be considered. Applications should include a curriculum vitae, a statement of teaching and research objectives and the names of at least four persons who might serve as references. Applications should be sent to: Office of the Dean, Faculty of Mathematics, University of Waterloo, Waterloo, ON N2L 3G1. Review of applications will begin when received, and will continue until the positions have been filled. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities

THE UNIVERSITY OF WATERLOO — The Faculty of Mathematics has four departments (Applied Mathematics, Combinatorics & Optimization, Pure Mathematics and Statistics & Actuarial Science) and one school (Computer Science). In addition to departmental and interdepartmental academic undergraduate programs, the Faculty has major programs combining studies in mathematics and computer science with business and accounting. There are approximately 160 faculty and 100 administrative and technical staff in the Faculty, which has a combined undergraduate and graduate enrolment of more than 4300 students Students in the Faculty of Mathematics take a common set of courses in algebra, calculus, discrete mathematics, statistics and probability in the first two years of their programs. The Faculty is seeking candidates for limited-term positions (two or three years) as lecturers who are able to teach elementary courses in the areas mentioned above. Candidates with a PhD degree are preferred, although those with a Masters degree will also be considered Candidates must provide evidence of demonstrated or potential excellence in teaching. Appointments will be made either in the Office of the Dean or in one of the units in the Faculty that most closely matches the appointee's areas of competence. Applications should be directed to Dr. Alan George, Dean, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 (ageorge@uwaterloo ca) by December 31, 2002. Application material should include a curriculum vitae and the names and addresses of at least three references. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. These appointments are subject to the availability of funds.

THE UNIVERSITY OF WATERLOO — Applications are being accepted for a position of lecturer (4-year appointment, renewable) beginning on or after August 1, 2003 Applicants should have a Master's degree in the mathematical or computer sciences. Interest in and experience with mathematics and/or computer science contexts at the secondary school level is essential. Duties will include undergraduate teaching and, through an affiliation with Faculty's Centre for Education in Mathematics and Computing, participation in activities of the Canadian Mathematics Competition and the Canadian Computing Competition. Other duties will include participation in the Faculty's secondary school liaison program and academic advising Salary range is commensurate with qualifications and experience The closing date for applications is March 1, 2003. This appointment is subject to the availability of funds Send curriculum vitae and arrange for three letters of reference to be sent directly to P Chippin, Director of the Centre for Education in Mathematics and Computing, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario, N2L 3G1. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities

MATHEMATICS EDUCATION

THE UNIVERSITY OF WINDSOR invites applications for tenure-track faculty positions in the Faculty of Education in the areas of Mathematics, Music, Language Arts, Social and Cultural Foundations, Science and Educational Policy and Leadership commencing July 1, 2003. Subject to Budgetary Approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Pat Rogers, Dean, Faculty of Education, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 3801; Fax: 519 971 3612; Email: progen@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca

MATHEMATICS & ENGINEERING

QUEEN'S UNIVERSITY — The Department of Mathematics and Statistics invites applications for positions in Mathematics and Engineering, an interdisciplinary applied mathematics program in the Faculty of Applied Science We are interested in candidates for up to three postdoctoral positions, up to three tenure track faculty positions, and candidates for a Tier 11 Canada Research Chair in Communications or Computer Security The Department has strong research groups in communications and information theory, and in control, dynamics and mechanics, and we plan to expand the faculty complement in these areas The Department also has interests in other areas including partial or applied differential equations, large scale scientific computation, computer security, and statistical data analysis Candidates must have a strong research record and the ability to develop an independent research programme. Candidates must have a PhD in applied mathematics, electrical, mechanical or chemical engineering, computer science, statistics or a closely related field. Membership or eligibility for membership in a Canadian professional engineering association is required, which normally requires an undergraduate engineering degree Candidates should offer evidence of ability to teach a range of applied mathematics or statistics courses to some of the most talented engineering students at Queen's, and supervise graduate students To quickly establish a research programme, the Department normally offers teaching release in the first year of the appointment. Interested candidates should send a curriculum vitae, descriptions of teaching and research interests, at least four letters of recommendation, and copies of their three most significant publications, to the address below, before January 1, 2003 At least one letter should comment on the candidate's teaching More details are available at http://www.mast.queensu.ca/job/ Dr. James A. Mingo, Associate Head, Department of Mathematics and Statistics, Queen's University, Kingston, Ontario K7L 3N6, e-mail: position@mast.queensu.ca, http://www mast queensu ca, fax. (613) 533-2964. Canadian citizens and permanent residents will be considered first for this position Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people, persons with disabilities, gay men and lesbians.

MATHEMATICS & STATISTICS

McMASTER UNIVERSITY — The Department of Mathematics & Statistics invites applications for a SHARCNET Chair in Financial Mathematics starting July 1, 2003 This Chair is funded in part by SHARCNET, which has developed a network of high-performance computer clusters spanning seven universities and colleges in Southern Ontario. The McMaster site has a 128-node cluster and is in the process of setting up a 64-node senat farm (please see http://www.sharcnet.ca for more information) Candidates should have a PhD, have the potential to become an international leader in some area of financial mathematics, and have demonstrated interest and ability in undergraduate and graduate level teaching The successful candidate will have a strong scientific background in applied mathematics, probability theory or mathematical analysis, as well as some experience in large-scale implementation of computational finance models. Candidates with experience in the financial industry are especially welcome to apply. The salary and rank will be based on qualifications and experience Normally the appointment will be made at the tenure-track assistant or associate professor level, but tenure may be offered in exceptional circumstances McMaster University is located 65 km from downtown Toronto, the financial heartland of Canada. The Department of Mathematics & Statistics is home to PhMAC, the Financial Mathematics Lab at McMaster, a group of faculty, postdoctoral fellows and graduate students working in financial mathematics (please see http://www.mathmcmaster ca/phmac/ for more information). The appointee will be expected to supervise PhMAC graduate students and to be involved in running PhMAC programs All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be considered first for this position. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Applicants should arrange for at least three letters of recommendation to be sent to the Chair These letters should address the applicant's research accomplishments and supply evidence that the applicant can communicate articularly and teach effectively In the case of an application from a senior candidate, the names of six arm-length references should also be provided The deadline for receiving applications is January 13, 2003. Applications received after this date will be considered only if the position has not

Memorial
University of Newfoundland

DEPARTMENT HEAD
Mathematics & Statistics

Memorial University is seeking an exceptional individual with vision, dedication and energy to develop and lead the Department of Mathematics and Statistics. Applicants should have demonstrated excellence in research and teaching in an area of mathematics or statistics, possess excellent communication and interpersonal skills and be able to show leadership and administrative ability appropriate to the post. The appointment, effective August 1, 2003 or as soon thereafter as is mutually agreeable, is for a 3-year renewable term and includes an appointment at the rank of Associate or Full Professor.

The department includes over 35 full-time faculty and offers undergraduate and graduate programs at the Masters and PhD levels. For an overview of Memorial or the department visit www.mun.ca or www.math.mun.ca respectively.

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

A curriculum vitae and the names of four referees, at least one of whom can comment on leadership ability, should be sent to the address below. The committee will begin active consideration of applications on **February 14, 2003.**

Search Committee
Math/Stats Headship
c/o Dean of Science
Memorial University
St. John's, NL A1B 3X7

Memorial University is committed to employment equity and encourages applications from qualified men and women, visible minorities, aboriginal people and persons with disabilities. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada

UNBC
Canada Research Chair

Canada Research Chair (Tier 2)
(2 Positions) Rural, Remote, Aboriginal and Northern Health

The University of Northern British Columbia is inviting applications and nominations to fill two Canada Research Chair (Tier 2) positions in the broad area of health research. These Canada Research Chairs will work with other new appointees to the university in health research that is of particular relevance to the constituency that UNBC serves. The University has recently established and appointed two Chairs within the BC Rural and Remote Health Research Institute and is partnering with UBC to establish the Northern Medical Program (NMP). MD students will be educated at UNBC and at clinical sites throughout central and northern BC for practice in rural, remote, Aboriginal, and northern communities. Faculty appointments to the NMP are expected to be made over the next 18 months, with startup of the program in September of 2004. New appointments also will be made in Nursing and other health disciplines over the coming 24 months, providing opportunity to develop critical mass in strategic focal areas.

UNBC's Strategic Research Plan has identified three priority research themes: Rural, Remote and Northern Health; Sustainability of Communities; and Natural Resources and the Environment. Within this context, UNBC expects to appoint two Canada Research Chairs whose program of research falls within at least one of the following broad areas:

- Maternal/child health
- Youth/adolescent health
- Environmental health
- Mental health
- Women's health

Research approaches that include Aboriginal and northern themes are especially welcomed, and all research approaches that fall into the general themes of primary health care in rural and remote settings will be considered. A summary of UNBC's Strategic Research Plan can be found at:

http://www.chairs.gc.ca/english/research/strategic/strategic/Northern.pdf

The successful applicant is expected to establish a vigorous, externally funded research program, and to teach at the graduate and undergraduate levels. Candidates must have a record of research excellence and a demonstrated ability to manage multi-faceted research projects.

The University of Northern British Columbia was opened in 1994. As a young, research-intensive institution, UNBC is home to approximately 3500 students of whom over 400 are graduate students in 16 Masters and 2 PhD programs. As a small university, UNBC has focused on building critical mass by attracting cross-disciplinary teams of scholars, working in complementary areas, who respond to complex, contemporary research questions of regional, national and international significance.

In keeping with expectations of the Canada Research Chairs program, the successful candidate will have an outstanding research profile, an innovative and original research program, and the ability to attract significant funding and excellent graduate students and post-doctoral fellows.

Appointment will be at the rank of Assistant or Associate Professor and will be conditional on the successful applicant being approved as a Tier 2 Canada Research Chair. Terms and requirements for appointment of Tier 2 Chairs are provided at **http://www.chairs.gc.ca.**

As part of the application or nomination, candidates should submit a short statement of proposed research (max. 3 pages), a detailed curriculum vitae, and the names and addresses of at lease three references (including telephone and fax numbers) quoting **competition #FARS31-02B** to: **Dr. D. Poff, Vice President Academic and Provost, University of Northern British Columbia, 3333 University Way, Prince George, BC V2N 4Z9.** Please direct inquiries to: **Dr. Poff, Telephone: (250) 960-5610 or E-mail: poff@unbc.ca** Applications received before **January 31, 2003** will receive full consideration, however applications will be accepted until the position is filled.

For more information, visit our Web site: **www.unbc.ca**

There is no restriction with regard to nationality or residence. Offers will be made in keeping with immigration requirements associated with the CRC program. The University of Northern British Columbia is committed to employment equity and encourages applications from women, Aboriginal peoples, persons with disabilities and members of visible minorities.

UNIVERSITY OF NORTHERN BRITISH COLUMBIA **www.UNBC.ca**

been filled. Applications, including a curriculum vitae and a letter of application should be sent to the following address: M. Valeriote, Chair, Mathematics & Statistics, McMaster University, Hamilton, Ontario, Canada L8S 4K1.

THE UNIVERSITY OF WINDSOR invites applications for faculty positions in the Department of Mathematics and Statistics commencing July 1, 2003. Subject to Budgetary Approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Syed Ejaz Ahmed, Head, Mathematics & Statistics, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253.3000, Ext. 3715; Fax: 519.971.3649, Email: seahmed@uwindsor.ca. For more information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca

McGILL UNIVERSITY — The Department of Mathematics and Statistics and the School of Computer Science of McGill University together invite applications for a joint tenure track position at the assistant professor level. The successful candidate will also be actively involved with the McGill Centre for Bio-informatics. The area of appointment will lie in mathematical or computational biology. Candidates are expected to have a strong background in discrete mathematics or probability and statistics and have interest in the development and implementation of algorithms. Applicants are expected to have a doctorate degree in a relevant area by the time of appointment. They are also expected to have demonstrated the capacity for independent research of excellent quality. Selection criteria include research accomplishments, as well as potential contributions to the educational programs of both the departments at the undergraduate and graduate level and particularly to the development of courses and programs in bio-informatics. Applications with a curriculum vitae, a list of publications, a research outline, an account of teaching experiences and the names, phone numbers and e-mail addresses of at least four references (with one addressing the teaching record) should be sent to Dr. John Labute, Associate Chair, Department of Mathematics & Statistics, 805 Sherbrooke W. Montreal, QC, Canada H3A 2K6, email: labute@math.mcgill.ca or to Dr. Denis Thenen, Director, School of Computer Science, McConnell Engineering Building, 3480 University Street, Montreal, QC, Canada H3A 2K6, email: denis@cs.mcgill.ca. Candidates must arrange to have the letters of recommendation sent directly to one of the above addresses. Candidates are encouraged to include copies of up to three selected publications or preprints accepted for publication with their applications. To ensure full consideration applications must be received by January 15, 2003. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. However, all outstanding candidates will be considered. McGill University is committed to equity in employment.

MEDIA PRODUCTION & STUDIES

THE UNIVERSITY OF REGINA — Applications are invited for a tenure-track appointment in the area of film and video and digital production at the rank of Assistant or Associate Professor to commence July 1, 2003. The successful candidate will teach production courses in film, video and digital media in a BFA programme and carry out creative and research work related to production. Applicants should hold a Masters degree in media production and/or have a substantial portfolio of critically reviewed work. Teaching experience and a background in new media practices and/or dramatic narrative would be an asset. The arts community in Saskatchewan is a vibrant one and the Department of Media Production and Studies currently enjoys important partnerships with the Saskatchewan Filmpool Cooparative, Neutral Ground Artist Run Centre, Saskatchewan Motion Picture Industry Association and SaskFILM. Please submit applications with curriculum vitae, a copy of all university transcripts, a portfolio of relevant work, and the names of three referees who have been asked to send letters by January 15, 2003 to: Kathryn Laurin, Dean, Faculty of Fine Arts, University of Regina, Regina, SK, Canada, S4S 0A2. All qualified are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Regina is committed to the principles of employment equity.

MEDICAL PHYSICS

McMASTER UNIVERSITY invites applications for a tenure-track appointment in the Unit for Medical Physics and Applied Radiation Sciences in the Faculty of Science. The position is targeted to begin on 1st July, 2003. Candidates should possess a PhD and have demonstrated both an excellent research record and an aptitude to teach. The ideal candidate will be able to teach in the area of the fundamentals of radiation physics, with particular emphasis on radiation transport and radiation dosimetry. She/he would be expected to contribute particularly to graduate and undergraduate programmes in Medical Physics and Health Physics through teaching, attracting research funding and mentoring research students. The successful candidate's research is expected to draw strength from facilities, personnel and colleagues associated with the McMaster Institute of Applied Radiation Sciences. Applicants should describe how they would expect their research to prosper at McMaster, taking into account existing research strengths and opportunities. Several faculty members of the Unit for Medical Physics & Applied Radiation Sciences are appointed to the local cancer centre or hospitals. There are extensive opportunities for collaboration with these colleagues and such collaboration will be welcomed. Extensive recent investment in research infrastructure in applied radiation sciences has created a platform on which to build research, particularly with a focus on biomedical applications. Existing research fields include photon and electron dosimetry, physical techniques for body composition studies, the role of DNA damage and repair processes in carcinogenesis and tumour cell response to therapies, using molecular cytogenetics to study human health risks of low doses of ionizing radiation, the cellular and molecular basis of photodynamic therapy, radiation geochronology, novel methods of imaging bone and joint structure, and structural and functional imaging in neurosciences. A more complete description can be found at www.science.mcmaster.ca/medphys/. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be considered first for this position. McMaster University is strongly committed to employment equity within its community and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities and persons with disabilities. Applications, including a statement of research interests and teaching philosophy, together with letters from three referees should be sent by February 14th, 2003 to: Unit for Medical Physics and Applied Radiation Sciences, NRB-124, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4K1, Canada, Tel (1) 905 525 9140 ext 27650, Fax: (1) 905 528 4339, contact e-mail: malarek@mcmaster.ca

MESO-AMERICAN ART HISTORY

THE UNIVERSITY OF GUELPH invites applications for a tenure track position in Art History at the rank of Assistant Professor. In addition to teaching Meso-American Art and Aboriginal Arts of the Americas, the candidate will contribute to the development of courses in areas of museology and theory and criticism. Candidates should have an understanding of methodology, critical theory, and current developments in art historical studies, as well as a demonstrated commitment to teaching and an interest in new teaching technologies. The successful candidate will contribute to teaching at all levels of the undergraduate program, will participate in the planning of an MA program and in committee work and university service. A PhD in Art History or a related discipline, completed at the time of appointment, and a demonstrated promise of excellence in research are expected. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. A complete application should be submitted by 1 January 2003 and will include a current curriculum vitae, email address, statement of research and teaching interests, and samples of publications. Applicants should arrange to have three confidential letters of reference sent to: Prof. Edward R. Phillips, Acting Director, School of Fine Art and Music, University of Guelph, Guelph, Ontario Canada N1G 2W1

MODERN LANGUAGES & CLASSICS

SAINT MARY'S UNIVERSITY — The Department of Modern Languages and Classics invites applications for a tenure-track appointment in French at the rank of Assistant Professor, starting July 1, 2003. We are looking for a colleague to take a leading role in the development and coordination of our French language programs on a long-term basis. The ideal candidate will have expertise and research activity in the area of second language learning, along with a strong commitment to language teaching and the use of instructional technology. The ability to teach francophone culture would be an asset. Saint Mary's has a distinctive international character and is internationalizing its curriculum as a way of engaging global issues and of preparing students to live and work in a global environment. Applicants should hold a Doctorate and possess native or near-native fluency in French and English. Letters of application, accompanied by an up-to-date curriculum vitae, copies of teaching evaluations, a teaching dossier (if available) and the names of three referees should be addressed to Dr. Gerard Hallmark, Department of Modern Languages and Classics, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. The closing date for application is March 1, 2003. This advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of employment Equity. Visit our web site at www.stmarys.ca

MODERN LANGUAGES & LITERATURES

THE UNIVERSITY OF WESTERN ONTARIO — The Department of Modern Languages and Literatures, The University of Western Ontario, invites applications for a probationary (tenure-track) position at the rank of Assistant Professor, to begin 1 July 2003, in one of the following areas: 1) Italian language, literature, and culture; OR 2) Latin-American literature and culture. The completed PhD, native or near-native fluency in the relevant foreign language and in English, university level teaching experience in language and literature, and evidence of strong commitment to research are required. Expertise in another language or in Comparative Literature is an asset. Responsibilities will include graduate and undergraduate teaching in language, literature, and culture. Please send curriculum vitae and three letters of reference to Prof. Angela Esterhammel, Chair, Department of Modern Languages and Literatures, The University of Western Ontario, London, Ontario, Canada, N6A 3K7, fax (519) 661-4093. Applications must be received by 9 January 2003. Positions are subject to budgetary approval. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities.

MUSIC

THE UNIVERSITY OF REGINA — Department of Music. Applications are invited for a tenure track position in Applied Piano at the rank of Assistant Professor to commence July 1, 2003. Applicants will have earned a DMA in piano performance or its equivalent. The applicant will have demonstrated teaching ability at a senior level and be expected to coach chamber music and to teach accompanying, piano pedagogy, keyboard literature and other areas according to candidate's interests and abilities. Performance both within and outside the university setting is expected. Please submit an application with curriculum vitae, a copy of all university transcripts, a tape or CD of a recent solo/chamber performance and the names of three referees who have been asked to send letters by January 15, 2003. Kathryn Laurin, Dean, Faculty of Fine Arts, University of Regina, Regina, Saskatchewan, S4S 0A2. All qualified are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Regina is committed to the principles of employment equity.

THE UNIVERSITY OF TORONTO — The Faculty of Music seeks a music-education scholar-teacher to complement the existing expertise of our music education faculty. The Faculty of Music offers degrees in music education at the undergraduate, masters and doctoral levels. The successful candidate should be a specialist in the field of music education philosophy and at least one of the following: multicultural music education; instrumental music education; curriculum theory; or psychology of music education. In addition to a record of scholarly publications, the candidate must demonstrate excellence in teaching and musicianship, and show evidence of dissemination of research appropriate to the field of music teacher education. The candidate must have a completed doctorate in music education, and experience supervising graduate students. This tenure-stream appointment will be at the rank of Assistant Professor. The appointment begins July 1, 2003. Applicants should send a current c.v. and arrange to have three letters of reference sent to David Beach, Dean, Faculty of Music, University of Toronto, 80 Queen's Park, Toronto, Ontario, Canada M5S 2C5. Letters of reference should provide evidence of successful and inspiring teaching and address potential as a publishing scholar. To ensure full consideration, materials must be received by January 15, 2003. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most cosmopolitan cities in the world, and is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, aboriginal persons, persons with disabilities, and others who may add to the diversity of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

MUSIC EDUCATION

THE UNIVERSITY OF WINDSOR invites applications for tenure-track faculty positions in the Faculty of Education in the areas of Mathematics, Music, Language Arts, Social and Cultural Foundations, Science and Educational Policy and Leadership commencing July 1, 2003. Subject to Budgetary Approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Pat Rogers, Dean, Faculty of Education, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253.3000, Ext. 3801; Fax: 519.971.3612; Email: progers@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

NATIVE AMERICAN STUDIES

THE UNIVERSITY OF LETHBRIDGE — The Department of Native American Studies invites applications for a tenure track position at the Assistant or Associate Professor level, beginning 1 July 2003, subject to budgetary approval. The position is open to all qualified applicants, although preference will be given to Canadian citizens and permanent residents of Canada. The successful candidate will have a strong teaching and publication record in Native American Studies and have a PhD. Candidates with a disciplinary background in literature will be given highest priority. Since Native American Studies faculty are required to teach in a wide variety of areas such as law, social issues, life sciences, philosophy, and economics, candidates with experience in any one of these areas, in addition to literature, will be preferred. Fluency in or knowledge of a Native language is an asset. New Faculty are eligible for university funding in support of research and scholarly activities. For more information about the University please see our display ad in this issue and visit our web site at www.uleth.ca. Applications should include a curriculum vitae, transcripts, outlines of courses previously taught, teaching evaluations and publication reprints or preprints, a statement of teaching philosophy and research interests, and names of at least three referees who are scholars in the field. Send this material and arrange for the letters of reference to be mailed directly to: Dr. Alfred Young Man, Chair, Department of Native American Studies, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4, Telephone: (403) 329-2635, Fax: (403) 380-1855, E-mail: lastukac@uleth.ca. The closing date for applications is January 31, 2003.

NATIVE STUDIES

THE UNIVERSITY OF ALBERTA — Tenure track joint appointment at the rank of Assistant Professor in the School of Native Studies (0.5) (www.ualberta.ca/NATIVE STUDIES/home.htm) and the Department of Rural Economy (0.5) (www.ae.ualberta.ca). Qualifications: PhD in social science (Anthropology, Sociology, Rural Sociology, Economics, Native Studies Geography or Resource Management) with a background and/or field experience in Aboriginal communities and/or issues related to Native Studies. Demonstrated ability to conduct and publish high quality research that serves community needs. Willingness and capacity to develop and deliver new undergraduate and graduate courses appropriate to Rural Economy and Native Studies. The School of Native Studies was established in 1986 to foster the integrative study of Aboriginal experiences. The School contributes to BA, BA (Honours), combined BA/Ed and BA/BSc in Environmental and Conservation Sciences programs, and has a research program aimed at benefiting Aboriginal communities. The Department of Rural Economy was established in 1961 with a focus on the discovery, application and dissemination of knowledge of economic, sociological, and business dimensions of agriculture, food, forestry and the environment. The Department contributes to BSc programs in Agriculture, Agricultural/Food Business Management, and Environmental and Conservation Sciences. The Department offers MSc and PhD programs in Agricultural and Resource Economics, Forest Economics and Rural Sociology, as well as degrees in MAg, combined MBA/MAg, and a joint PhD in Environmental and Natural Resource Economics. Safary is commensurate with experience. A letter of application, with a statement of research and teaching interests, transcripts, curriculum vitae, and the names of three referees, should be sent by February 28, 2003 to: Dr. Ellen Goddard, Acting Chair, Department of Rural Economy, 515 General Services, University of Alberta, Edmonton, Alberta T6G 2H1 or Dr. Frank Tough, Director, School of Native Studies, 5-182 Education North, University of Alberta, Edmonton, Alberta T6G 2G5. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

NEUROSCIENCE

McGILL UNIVERSITY — The Montreal Neurological Institute (MNI) of McGill University invites applications from outstanding candidates for two Research Associate positions. The successful candidates will hold an MD or PhD degree in a field related to the study of myelination and synapse formation in the vertebrate brain. Comprehensive skills in molecular biology (including manipulation of large genomic DNA pieces), primary tissue culture of neural cells, immunocytochemistry, and laser scanning confocal microscopy are essential skills for these positions. Salary will be commensurate with qualifications. Applicants should submit a letter of interest, curriculum vitae, and the names of three references to: Ms. F. Lumia, Personnel Liason Officer, McGill University, Montreal Neurological Institute, 3801 University St., Room 636, Montreal, QC, Canada, H3A 2B4. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment. Applications should be received by December 31, 2002.

NURSING

THE UNIVERSITY OF WINDSOR invites applications for faculty positions in the Faculty of Nursing in the area Women's Health and Maternal-Child Nursing commencing July 1, 2003. Subject to Budgetary Approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Sheila Dresen, Dean, Faculty of Nursing, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2259; Fax: 519.973.7084; Email: dresen@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

UNIVERSITY OF ALBERTA
EDMONTON, ALBERTA, CANADA

www.careers.ualberta.ca

Faculty of Education

The Department of Educational Policy Studies, Faculty of Education, invites applications for a full-time tenure-track position in First Nations Education commencing July 1, 2003. The appointment normally will be made at the Assistant Professor level, with a salary commensurate with this level, with the possibility of an appointment at a more senior level.

The Department of Educational Policy Studies is a multidisciplinary department that excels in developing and disseminating scholarship that explores educational policies and practices as they pertain to leadership, society, culture, and lifelong learning. The Department enrolls a large number of graduate students in master's and doctoral programs and fulfills a major commitment to the undergraduate programs of the Faculty of Education. At the undergraduate level, the Department provides teaching and advising in the Faculty of Education minors of Intercultural/International Education, Native Education, and Religious and Moral Education, and provides teaching support for required courses in adult, elementary, and secondary education. In graduate studies, the Department fosters flexible and collaborative programming for specializations in Adult Education, Educational Administration and Leadership, First Nations Education, and Theoretical, Cultural, and International Studies in Education. The effectiveness of the Department is enhanced by collaborative relationships with relevant practitioners and practitioner organizations outside the University.

The First Nations Education specialization is process driven and supports scholarship that articulates an Aboriginal worldview. Within existing parameters and standards of university education, it represents the collective efforts of Indigenous students, scholars, and Elders to develop a body of Indigenous scholarship within the field of Education. Students are supported in the expression of the values, integrity, and knowledge of Indigenous peoples worldwide. Aboriginal people are intended to be the primary beneficiaries of this specialization, and a focus on Indigenous forms of scholarship will guide the program.

The successful candidates' responsibilities will include undergraduate and graduate teaching, supervising graduate students, developing and sustaining a personal program of research, and may include supervision of undergraduate interns and advising undergraduate students. Applicants should have a doctoral degree, and a strong commitment to research, scholarly publication, and teaching.

Applicants qualified to contribute to other specializations in the Department and who bring a policy focus to their scholarship should provide details in their applications. The successful applicant will be expected to work closely with existing faculty to promote and further develop the First Nations Education specialization.

Priority in hiring will be given to those with Aboriginal lived experience who are articulate in the application of an Indigenous worldview in contemporary life, and who are able to counsel, supervise, and teach students from that perspective.

The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered.

Applications should include a letter indicating clearly the position being sought and outlining potential contributions to the Department; a curriculum vitae, a sample of scholarly work, and the names of three referees, and be sent to:

Stephen P. Norris, Chair
Department of Educational Policy Studies
7-104 Education North
University of Alberta
Edmonton, Alberta, Canada T6G 2G5

Deadline: January 31, 2003

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

Athabasca University
Canada's Open University

Athabasca University invites applications for the position of **Vice President, Finance and Administration**. Specializing in distance-on-line education, Athabasca University delivers university education to approximately 26,000 students per year. Athabasca University is dedicated to the removal of barriers that restrict access to, and success in, university level studies and to increasing equality of educational opportunity for adult learners worldwide.

Vice President, Finance and Administration

The candidate will offer direction, leadership and strategic thinking to departments charged with providing administrative and infrastructure support to the University in the areas of facilities operations, communications and technology networks, systems development, procurement, risk management, financial and legal affairs and human resources. Candidates should possess at least 15 years of progressively advanced professional and management experience; 7 or more years in a management capacity, including 5 years in a senior position; a background in public sector management; and superior long-range planning skills. **Please refer to the full job profile on our Web site at:**

www.athabascau.ca/jobprofiles

Applicants should forward a letter of application, a résumé and the names and addresses of three referees quoting **Competition # CB126**, to: Co-ordinator, Employment Services, Human Resources, Athabasca University, 1 University Drive, Athabasca, Alberta T9S 3A3; by e-mail: resume@athabascau.ca or fax: (780) 675-6135.

Athabasca University develops and maintains an environment that supports equitable working conditions for members of groups traditionally underrepresented in universities. The University is committed to employment equity and encourages applications from women, indigenous people, persons with disabilities and members of visible minorities.

Athabasca University is located in the Town of Athabasca in the beautiful cottage country of north central Alberta, 145 km north of Edmonton. To learn more about the Town of Athabasca, visit **www.town.athabasca.ab.ca**

CAREERS CARRIÈRES

PHARMACY

THE UNIVERSITY OF TORONTO — The Leslie Dan Faculty of Pharmacy at the University of Toronto invites applications for an Associate/Full Professor position as the GlaxoSmithKline Chair in Pharmaceutics and Drug Delivery. The successful candidate should have a track record of leadership and will have the opportunity to strengthen this important area of research together with existing faculty members. The Leslie Dan Faculty of Pharmacy is expanding its faculty complement due to a doubling of the number of undergraduates in the professional pharmacy program. In addition a Bachelor of Science in Pharmaceutical Sciences is being developed in collaboration with the Faculty of Arts and Science, the Department of Pharmacology in the Faculty of Medicine, and the Biotechnology Program at the Mississauga Campus. The University is close to a number of major teaching hospitals and research institutes and to several brand and generic pharmaceutical companies. Within the Faculty there are researchers with varied expertise, we invite prospective candidates to visit our home page at www.utoronto.ca/pharmacy/graduate. Candidates should send their curriculum vitae, an outline of their current and long-term research objectives, appropriate material related to their teaching experiences and a list of four references to: Dean K. Wayne Hindmarsh, Leslie Dan Faculty of Pharmacy, University of Toronto, 19 Russell Street, Toronto, Ontario, Canada M5S 2S2; Tel: 416-978-2880; Fax: 416-978-8511. Electronic submissions will be accepted (wayne.hindmarsh@utoronto.ca). Applications will be considered beginning January 6th, 2003 and will be accepted until the position is filled. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

PHILOSOPHY

THE UNIVERSITY OF GUELPH — Applications are invited for a tenure-track position at Assistant or Associate Professor rank, with appointment from July 1st 2003. The area of specialization is social philosophy, with expertise in value theory, or theoretical ethics. Areas of competence: the department offers a broad range of philosophy courses. The successful applicant will be expected to teach at all levels, and to teach, and do graduate supervision, outside their areas of specialization. PhD in philosophy is required. Evidence of strong potential in teaching and research will be expected. Salary will be determined by qualifications and experience. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities, and women. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should send current curriculum vitae, email address, statement of research and teaching interests, and samples of publications, and should arrange to have three letters of reference sent to Dr. Peter Loptson, Chair, Philosophy Department, University of Guelph, Guelph, Ontario N1G 2W1 by January 1, 2003. (See: www.uoguelph.ca/philosophy).

THE UNIVERSITY OF GUELPH — Applications are invited for a tenure-track position at Assistant or Associate Professor rank, with appointment from July 1st 2003. The area of specialization is medieval philosophy. Areas of competence, the department offers a broad range of philosophy courses. The successful applicant will be expected to teach at all levels, and to teach, and do graduate supervision, outside their areas of specialization. PhD in philosophy is required. Evidence of strong potential in teaching and research will be expected. Salary will be determined by qualifications and experience. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities, and women. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should send current curriculum vitae, email address, statement of research and teaching interests, and samples of publications, and should arrange to have three letters of reference sent to Dr. Peter Loptson, Chair, Philosophy Department, University of Guelph, Guelph, Ontario N1G 2W1 by January 1, 2003. (See: www.uoguelph.ca/philosophy).

THE UNIVERSITY OF WESTERN ONTARIO — Revised: The Department of Philosophy invites applications for a probationary faculty position at the rank of Assistant Professor (PhD required) in Epistemology, Metaphysics or Philosophy of Language to begin July 1, 2003. The Department may also consider making the appointment in an area of Philosophy of Science such as Philosophy of Biology or Philosophy of Cognitive Science. In exceptional circumstances, this position may be filled at the associate professor level, budget allowing. Experience in teaching and research are required. Please send curriculum vitae, teaching dossier, writing sample, and three letters of reference to Professor Samantha Brennan, Chair, Department of Philosophy, Talbot College, The University of Western Ontario, London, Ontario, Canada N6A 3K7, Fax (519) 661-3922, e-mail sbrennan@uwo.ca. Applications must be received by January 1, 2003. We will be conducting preliminary interviews at the Eastern APA; those who wish to be considered for an APA interview should apply by December 1, 2002. Positions are subject to budget approval. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

WILFRID LAURIER UNIVERSITY — The Department of Philosophy invites applications for a tenure-track position in Philosophy starting July 1, 2003, subject to budgetary approval. PhD required. Area of Specialization: Kant, epistemology or philosophy of language. Philosophers with a feminist perspective in the relevant areas are especially encouraged to apply. Area of Competence: open, but the ability to teach introductory formal logic would be an asset. Participation in the Tri-university PhD Programme (Guelph-Launer-McMaster) will be required. Applicants should send their curriculum vitae, a statement of teaching and research interests, a writing sample and arrange for three letters of reference, to arrive no later than February 15, 2003, to Dr. Rockney Jacobsen, Chair, Department of Philosophy, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

THE UNIVERSITY OF WINNIPEG — The Department of Philosophy invites applications from qualified women and men for a tenure-track position at the rank of Assistant Professor. This appointment is effective July 1, 2003, subject to budgetary approval. Salary is commensurate with qualifications and experience. Applicants should have a PhD completed or very near completion. The successful candidate must have a solid grounding in the history of philosophy and a firm commitment to undergraduate teaching. More particularly, the Department invites applications from individuals with expertise in Early Modern philosophy. The successful candidate will be called upon to teach a variety of undergraduate courses with some outside her/his area of specialization, including introductory courses. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals including women, members of visible minorities, Aboriginal persons and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is initially directed to Canadian citizens and permanent residents. Applications, including complete dossier with at least three letters of reference, and writing sample, should be sent to: Dr. Brian Keenan, Chair, Department of Philosophy, University of Winnipeg, 515 Portage Avenue, Winnipeg, MB, R3B 2E9, Fax: (204) 783-7981. Closing date for receipt of applications: 1 February 2003.

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Philosophy invites applications for a tenure-track position at the rank of Assistant Professor starting July 1st, 2003. (This position is subject to final budgetary approval.) We are looking for candidates who will have completed their PhD before taking up this position, and who value theory — ethics and/or social and political philosophy — as their area of specialization. Outstanding research and teaching potential are necessary qualifications for this position. Salary is commensurate with qualifications and experience. Please send applications, cv, three confidential letters of reference, and a sample of written research by December 15th, 2002 to Mohan Matthen, Head, Department of Philosophy, The University of British Columbia, Vancouver B.C. V6T 1Z1 Canada. Inquiries may also be addressed to mohan.matthen@ubc.ca. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified candidates to apply; however Canadians and permanent residents of Canada will be given priority.

PHYSICAL EDUCATION & KINESIOLOGY

BROCK UNIVERSITY — The Department of Physical Education and Kinesiology at Brock University invites applications for five probationary/tenure track appointments: Biophysical Assessment; Curriculum and Pedagogy; Dance; Motor Behaviour; and Research Methods. Please see our full ad in this issue or visit us on the Web at http://www.brocku.ca/hr/careers

PHYSICAL THERAPY

THE UNIVERSITY OF SASKATCHEWAN — Appointments are invited for a full-time tenure-track position in the School of Physical Therapy, College of Medicine at the rank of Assistant Professor to commence July 1, 2003. Applicants must hold (or be near completion of) a PhD or equivalent doctoral degree. Candidates must have a commitment to teaching and research. Preference will be given to candidates with teaching experience and published scholarly work. Candidates must be eligible for licensure in the Saskatchewan College of Physical Therapists and have significant clinical background. Background in curriculum design and/or masters entry physical therapy programs would be an asset. The successful candidate will be expected to teach undergraduate and graduate courses in physical therapy, to supervise graduate students and to conduct research. The University of Saskatchewan is committed to Employment Equity. Members of designated groups (women, Aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The closing date for applications is January 30, 2003. Candidates should send a curriculum vitae, a statement of teaching and research interests, and the names of three references to: Dr. E.L. Harrison, Director, School of Physical Therapy, University of Saskatchewan, 3121 College Drive, Saskatoon, SK S7N 0W3, Fax: (306) 966-6575. Further information about the School and its program are available on our website (www.usask.ca/physther.ca).

PHYSICS

THE UNIVERSITY OF WINDSOR invites applications for a faculty position in Physics in the area of Theoretical Condensed Matter Physics/Photonics commencing July 1, 2003 Subject to Budgetary Approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Keith Taylor, Director, School of Physical Sciences, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519-253-3000, Ext. 3526, Fax: 519 973 7098; Email: taylor@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Deakin, Director, Faculty Recruitment at 877-665-6608 (toll-free) or recruit@uwindsor.ca.

THE UNIVERSITY OF ALBERTA — The Department of Physics invites applications for a Term Research Associate position within the Department of Physics at the University of Alberta. The position is for a 5-year term with the last 3 years dependent on funding. The Research Associate will initially act as the Program Manager responsible for the operation of the ground-based magnetometry program in Space Physics at the University of Alberta, in particular the operation of the CANOPUS magnetometer array. The Department of Physics currently has 38 faculty with research interests in space and astrophysical sciences, geophysics, condensed matter and nanoscale physics, and subatomic physics. In the Department of Physics, the Space Physics Group pursues a wide-ranging observational, theoretical and computational research program that involves the Canadian component of SuperDARN, the Canadian Space Agency supported CANOPUS experiment, and the Canadian Space Agency supported Center for Data Assimilation and modelling, together with high-end computational resources from participation in MAO and WestGrid. The CANOPUS magnetometer array, currently supported by the Canadian Space Agency until April 2004, represents a network of 13 fluxgate magnetometers, which are used to monitor the magnetic activity in the near-Earth space environment. From October 2003, CANOPUS will operate as a core element in the proposed 5-year interagency Canadian Geospace Monitoring (CGSM) program. A Canada Research Chair in Space Physics has also been created at the University of Alberta, and the successful candidate will initially work closely with the Chair. Applicants should have a PhD degree or equivalent and experience in the design, deployment and management of magnetometer arrays. In addition the applicant should be familiar with the types of computational infrastructure required to support data acquisition, archiving and analysis of geophysical data. Some familiarity with other geophysical instruments and arrays would be an asset. The successful candidate will be expected to help in the reduction and interpretation of scientific data, the preparation of research and grant proposals, and the drafting of scientific manuscripts. The salary will depend on the qualifications of the successful candidate. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The closing date for applications is January 1, 2003, but the review of applications will begin before that date. Applicants should send a curriculum vitae and a covering letter and arrange to have at least three referees who are willing to provide confidential assessments by the application deadline, to: Research Associate, Senior Magnetometry Program Manager Selection Process, Dr. J.C. Samson, Chair, University of Alberta, 412 Avadh Bhatia Physics Laboratory, Edmonton, Alberta T6G 2J1, Canada. Fax: (780) 492-0714, Email: dept@phys.ualberta.ca. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

THE UNIVERSITY OF LETHBRIDGE — The Department of Physics invites applications for a tenure-track position in theoretical physics and a three-year term position in experimental physics (with the possibility of conversion to tenure track, subject to external funding). Both positions are at the rank of Assistant Professor, and begin 1 July 2003, subject to budgetary approval. For the term position, the successful candidate will be of a calibre to secure external funding of the position, through an NSERC University Faculty Award (UFA) for women and aboriginal people (see http://www.nserc.ca/guide/sf3g_e.htm), or as an Alberta Heritage Foundation for Medical Research Scholar (see http://www.ahfmr.ab.ca/), for example. A PhD is required. The research areas are open; strong applications from theoretical and experimental physicists in all subjects are welcome. Among primarily undergraduate universities in Canada, Lethbridge is consistently top-ranked in NSERC-funded research. The Physics Department is research intensive: all eligible faculty hold NSERC Grants, and there are currently 5 postdoctoral researchers in our department of 8 professors and 3 Academic Assistants, e.g. Potential sources of research funding include NSERC, the Canada Foundation for Innovation, and the Alberta Ingenuity Fund. Access to high performance computing is provided through MACI. The M.Sc. in Physics is offered, and an application for a PhD program will soon be submitted. New Faculty are eligible for university funding in support of research and scholarly activities. For more information about the University please see our display ad in this issue and visit our web site at www.uleth.ca and the department's web site at http://home.uleth.ca/phyf. The position is open to all qualified applicants, although preference will be given to Canadian citizens and permanent residents of Canada. The candidates will be judged primarily on excellence in research and on their teaching potential. Applicants should submit a curriculum vitae that includes a list of publications, a research plan, a short statement of teaching philosophy, and must arrange for three letters of recommendation to be sent to: Professor Mark Walton, Chair, Department of Physics, The University of Lethbridge, Lethbridge, Alberta T1K 3M4, Canada. The closing date for applications is January 31, 2003.

THE UNIVERSITY OF WATERLOO — The department of Physics invites applicants for a tenure-track position at the Assistant Professor level (in exceptional cases an appointment at a higher level is possible) in the field of experimental condensed matter physics and biophysics as well as theoretical condensed matter physics to begin in September 2003. Candidates in all areas of condensed matter physics will be considered. However, we are particularly interested in candidates with research interests in problems pertaining to: quantum phase transitions and quantum criticality, computational condensed matter theory, decoherence in solid state systems, strongly correlated quantum spin and/or electron systems, spectroscopic techniques (NMR, Raman, muSR, neutron), and transport and bulk properties of strongly correlated electron and spin systems. Further information about the Department can be found on our WEB page http://www.science.uwaterloo.ca/physics. Applicants must have a PhD degree, a record of strong research accomplishments normally achieved through postdoctoral experience and promise for excellence in teaching. The salary range will be commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of research accomplishments, a brief research plan, and a statement of their teaching goals. A successful candidate in the area of theoretical condensed matter theory will be considered for an associate position at the Perimeter Institute of Theoretical Physics http://www.perimeterinstitute.ca/. Arrangements should be made for at least three letters of reference to be sent. Materials should be received by January 1 2003, and addressed to, Prof. Robert Mann, Department Chair, Condensed Matter Physics Search, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Tel: (519) 888-4567 Ext. 6831, E-mail physics@uwaterloo.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

THE UNIVERSITY OF WATERLOO — The Department of Physics invites applicants for tenure-track positions at the Assistant, Associate, and Full Professor level in the one of the following areas of theoretical physics: (i) quantum gravity, including string theory, canonical quantization, black hole thermodynamics, noncommutative geometry, and other approaches, (ii) quantum information theory, including quantum computing, quantum algorithms, and quantum cryptography; (iii) astroparticle physics, including early-universe and inflationary cosmology, standard-model alternatives to dark matter and dark energy, gravitational lensing, and gravitational radiation. All applicants must have a PhD degree, a record of exceptional research accomplishments and promise for excellence in teaching. Junior-level applicants must be able to demonstrate excellent potential for research. Salary range commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of present research program, a brief future research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be addressed to the Chair, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, Tel: (519) 888-4567, Ext. 6831, E-mail: physics@uwaterloo.ca. Applications will be considered at any time until the position is filled. We encourage

UNBC

College of Science & Management

Assistant Professor Resource Recreation and Tourism Program *(Tenure Track, 2 Positions)*

UNBC is a small, research intensive university with an enrollment of approximately 3500 students in more than 40 undergraduate and graduate academic programs. It offers a strong commitment for growth, a modern and attractive campus, and a wonderful setting in the heart of British Columbia. RRT is an innovative, integrated Program in the College of Science and Management at UNBC which focuses on the sustainable planning and management of recreation and tourism engagements in and reliant upon the natural environment. Degrees are offered at both the undergraduate and graduate (M.A., M.Sc. and Ph.D.) level.

The University of Northern British Columbia invites applications for two tenure track positions at the Assistant Professor level. The RRT Program has recently merged with the Geography program at UNBC, and is completing a curriculum and mandate review that provides a stronger direction for the new combined unit. These positions are expected to start July 1, 2003, subject to budgetary approval.

The successful candidates will have a doctoral degree in recreation, tourism or closely related field, with evidence or potential for excellence in scholarship, teaching and service commensurate with an appointment at the rank of Assistant Professor. The faculty member will be expected to have an active research program in an area relevant to the discipline and the mandate of UNBC, teach RRT (and perhaps other) courses, and undertake appropriate service duties in the university, profession and community. In terms of research and teaching areas, candidates should have general knowledge and expertise within the broad RRT field, but will also have specialized knowledge in one or more of the following areas: aboriginal tourism, small business/ community issues in RRT, outdoor recreation/tourism impacts, ecotounsm, and protected areas planning and management. An ability to apply GIS to one or more of the topical areas noted above would be an asset.

Previous experience in research, teaching, and service is highly desirable. The ability to network with parks, outdoor recreation and resource-based tourism professionals and pursue research in northern BC, North America and internationally will be an asset.

Please forward your curriculum vitae and the names and addresses of three references (including telephone, fax numbers and email addresses), quoting competition **#FARR28-02B** to: **Dr. Deborah Poff, Vice President Academic & Provost, University of Northern British Columbia, 3333 University Way, Prince George, BC, V2N 4Z9. Fax: (250) 960-7300.** Please direct inquiries to **Dr. Kevin Hall, Chair, Geography and Resource Recreation & Tourism, at (250) 960-5864 Fax: (250) 960-5538/39 Email: hall@unbc.ca** Applications received before January 1, 2003 will receive full consideration, however applications will be accepted until the position is filled.

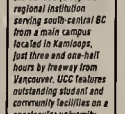
For more information, visit our Web site: **www.unbc.ca**

In accordance with Canadian Immigration requirements, priority will be given to Canadian Citizens and permanent residents of Canada. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities

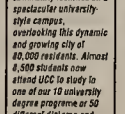
UNIVERSITY OF NORTHERN BRITISH COLUMBIA www.UNBC.ca

UCC THE TOTAL EXPERIENCE

KAMLOOPS, BRITISH COLUMBIA



The University College of the Cariboo (UCC) is a regional institution serving south-central BC from a main campus located in Kamloops, just three and one-half hours by freeway from Vancouver. UCC features outstanding student and community facilities on a spectacular university-style campus, overlooking this dynamic and growing city of 80,000 residents. Almost 4,500 students now attend UCC to study in one of our 10 university degree programs or 50 different diploma and certificate programs, many of them unique in the province.



PART-TIME FACULTY MEMBERS

For Summer Session Courses in all Departments

Competition #02-138

The University College of the Cariboo, located in Kamloops, BC, requires Instructors for Summer Session 2003 in various disciplines.

For further information about these positions, please visit our website at:

http://www.cariboo.bc.ca/hr/job.htm

We wish to thank all applicants; however, only those under consideration will be contacted.

THE UNIVERSITY COLLEGE OF THE CARIBOO

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applications from all nationalities Further information about the Department can be found on our WEB page http://www.science.uwaterloo.ca/physics. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds

PHYSICS & ASTRONOMY

McMASTER UNIVERSITY — The Department of Physics & Astronomy invites applications for a tenure-track appointment in Computational Astrophysics at the Assistant Professor level or higher. We are particularly interested in candidates with expertise in large-scale numerical computation of stellar formation and/or the interstellar medium and are seeking to build on the department's theoretical and observational strengths in this area. These strengths include observational studies of star forming regions and the inter-stellar medium in our own and other galaxies, studies of globular clusters and the insight they provide into the assembly of galaxies, and theoretical studies of the interstellar medium, star formation and evolution, and of galaxy formation. Of special interest will be candidates expert in star formation/the inter-stellar medium who can complement McMaster's strength in numerical studies of the formation of cosmic structure to build a coordinated approach to some of the key questions relating to the origins of structure, the nature of the first stars and understanding galaxy assembly and evolution. The successful candidate will have a PhD in Physics or Astronomy or a related field, a strong background and interest in parallel computation and in the modelling of astrophysical fluids, possibly with expertise in Adaptive-Mesh Refinement techniques and Magneto-Hydrodynamics, and a commitment to building the HPC environment at McMaster and within SHARCNET. She or he will be responsible for the creation and leadership of a strong research group involving graduate students and, to the extent possible, undergraduate students, should show exceptional promise for independent research, and should be committed to graduate and undergraduate physics and astronomy education. The Department is particularly interested in candidates who have a strong interest in participating in and developing interdisciplinary programmes in computational science at the undergraduate and graduate level. This position is offered in conjunction with SHARCNET which it a federally- and provincially-funded initiative to establish a high performance computing infrastructure spanning seven universities and colleges in SW Ontario. The McMaster node has a 128-node cluster and a 16-node shared-memory machine. See www.sharcnet.ca or contact couchman@mcmaster.ca for more information. The successful applicant will have immediate access to SHARCNET resources as well as to other computers in Canada through the national organization c3.ca (www.c3.ca).The position will commence July 1, 2003. Salary will depend on qualifications and experience. Applications including curriculum vitae and letters from three referees, should be submitted by February 15, 2003 to Chair, Department of Physics & Astronomy, McMaster University, 1280 Main Street West, Hamilton, Ontario L8S 4M1. E-mail and fax applications will not be accepted. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be considered first for this position. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

PHYSIOLOGY

THE UNIVERSITY OF BRITISH COLUMBIA — The Department is seeking individuals to sponsor for Scholarship awards from Canadian national peer-review agencies. Candidates should have a PhD and/or MD in an appropriate biological science and a minimum of two years postdoctoral training. Research may be in any area of physiology although we will particularly be seeking individuals who complement our current strength in cardiovascular physiology, neurophysiology, endocrinology, and gastro-intestinal physiology (for further information see www.physiology.ubc.ca). Criteria for selection will be research excellence and the potential for a strong independent research programme. Selected candidates will be required to submit Scholarship and Research Applications by September 2003 with a potential starting date of July 1, 2004. Successful candidates will be appointed at the level of Assistant Professor (grant tenure track) and will be expected to establish an independent research program and contribute to the department's teaching programs. Salary will be commensurate with qualifications and experience. Applications including curriculum vitae, a brief statement of research interests, and the names of three individuals willing to supply a letter of reference, should be submitted by January 31, 2002 to Dr. Kenneth G. Baimbridge, Head, Department of Physiology, University of British Columbia, 2146 Health Sciences Mall, Vancouver, B.C. V6T 1Z3. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply, however, Canadians and permanent residents of Canada will be given priority

PLANT BIOLOGY

THE UNIVERSITY OF TORONTO — The Botany Department invites applications for a tenure-track position in Plant-Microbe Interactions at the Assistant Professor level, starting July 1, 2003. The successful candidate should have a PhD and, preferably, post-doctoral experience. Applicants must have an outstanding record in research and teaching. Research areas of particular interest include plant-microbe interactions at the molecular, cellular, genetical, biochemical or physiological levels. Teaching responsibilities will include participation in team-taught undergraduate and graduate courses in appropriate areas of biology such as plant-microbe interactions, plant pathology, cell or molecular biology. Applicants should submit a curriculum vitae, a statement of research and teaching interests, and arrange for three letters of reference to be sent to Professor J.R. Coleman, Chair, Department of Botany, University of Toronto, 25 Willcocks Street, Toronto, Ontario, Canada M5S 3B2 by January 6th, 2003. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas.

POLITICAL ECONOMY

CARLETON UNIVERSITY — Subject to budgetary approval, the Institute of Political Economy invites applications from distinguished senior scholars, women and men, to teach some aspect of political economy at the graduate level as a Visiting Professor for a 2-8 month period. The applicant should have a record of internationally recognized published scholarship, and offer work of an interdisciplinary character attracting students from several disciplines. Applications in any calendar year by December 31, to the Director, Institute of Political Economy, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. All qualified candidates are encouraged to apply. The applications of Canadians and Permanent Residents will be given priority

POLITICAL SCIENCE

THE UNIVERSITY OF WINDSOR invites applications for a tenure-track faculty position in Canadian Politics commencing July 1, 2003. Subject to Budgetary Approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions Contact: Dr. Tom Najem, Head, Department of Political Science, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519 253.3000, Ext. 2347; Fax. 519.971.3610; Email: tnajem@uwindsor.ca For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

YORK UNIVERSITY — Applications are invited for a tenure track appointment at the Assistant Professor level in Canadian Politics. We are seeking a scholar with broad competence in Canadian politics with a specialization in women and politics. Candidates are expected to demonstrate the promise of excellence in both scholarship and teaching at the undergraduate and graduate levels. Excellence in teaching should include an ability to respond pedagogically to York's diverse student body. The successful candidate will have a completed PhD. Applicants should submit a curriculum vitae, appropriate samples of their scholarship and teaching evaluations, and arrange to have three letters of reference sent to Professor Isabella Bakker, Chair, Department of Political Science, Room S622, Ross Building, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3. The position, to commence July 1, 2003, is subject to budgetary approval. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Department of Political Science welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at (416) 736-5713. Canadian citizens and permanent residents of Canada will be considered first for this position. However qualified candidates from other jurisdictions are strongly encouraged to apply. Deadline for applications: December 15, 2002.

THE UNIVERSITY OF WESTERN ONTARIO — The Department of Political Science invites applications for a probationary tenure-track position in international relations to commence July 1, 2003. This position is subject to budgetary approval. Applicants will be expected to have a completed PhD by the time the appointment begins. Rank will be at the level of Assistant Professor. The Department has existing strength in the study of Canadian and American foreign policy, Canadian-American relations, the United Nations and international law, NATO, the international relations of states with Muslim majorities, and the role of international financial markets. The Department is seeking a scholar whose research and teaching interests are in other subfields of international relations. The successful candidate will be expected to teach undergraduate- and graduate-level survey courses in international relations, including both traditional and contemporary IR theory as well as key concepts and debates within the field. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be considered first for this position. Applications, together with a curriculum vitae and the names of three referees, should be directed to: Dr. Andrew Sancton, Chair, Department of Political Science, The University of Western Ontario, Social Science Centre, London, ON N6A 5C5. Deadline for receipt of applications: January 10, 2003.

McMASTER UNIVERSITY — A contractually limited full-time appointment will be made in Labour Studies, by McMaster University at the Lecturer or Assistant Professor level. The appointment will be for 22 months commencing September 1, 2003. Labour Studies is an interdisciplinary programme, resident in the Faculty of Social Sciences, which includes Anthropology, Economics, Political Science, Social Work and Sociology. Responsibilities will include the equivalent of six half courses of undergraduate teaching and associated course administration, including supervision of teaching assistants. Teaching responsibilities will include teaching first year courses in contemporary labour issues and the history of the Canadian labour movement. Candidates should have an interdisciplinary approach to studies in work issues, labour and society. A PhD or ABD is preferred, although candidates with MAs and teaching experience (either in post-secondary institutions or in the labour movement) will be considered. All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be considered first for this position. McMaster University is strongly committed to employment equity within its community, and to recruiting diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities and persons with disabilities. This encouragement is in keeping with Labour Studies' focus on the ways in which structural forces (e.g. social class, gender, race, age, ability, sexuality, culture) affect workers and their workplaces, and with our longstanding commitment to teaching and research that reflects the diversity and concerns of the community. Further information on Labour Studies can be found on the Labour Studies Home Page at www.socsci.mcmaster.ca/labour/studies/. Applicants should send a curriculum vita and arrange to have three letters of reference sent to the Director, Labour Studies Programme, McMaster University, Hamilton, Ontario L8S 4M4. The application deadline is January 30, 2003.

THE UNIVERSITY OF WINNIPEG — The Department of Politics invites applications for a tenure-track position, at the rank of Assistant or Associate Professor, to serve as Director. The Department of Politics is currently developing an Aboriginal Self-Governance Program. Candidates in relevant disciplines other than Political Science are encouraged to apply. The successful applicant will assume the Directorship of the Program and will be expected to teach core courses in Aboriginal Politics at the Undergraduate and Graduate level, maintain an active research program in a field related to the teaching duties, and provide leadership and overall direction to the Program. Candidates with a PhD and teaching experience will be preferred. Salary will be commensurate with qualifications and experience. The University of Winnipeg is a downtown campus located in a city which has the largest urban Aboriginal population in Canada and which is an important centre of Aboriginal politics and culture. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is initially directed to Canadian citizens and permanent residents. Subject to budgetary approval, this appointment will commence on July 1, 2003. Deadline for submission of applications is February 1, 2003. Letters of applications with a current curriculum vitae and three letters of recommendation should be sent to: Dr. Allen Mills, Chair, Department of Politics, University of Winnipeg, 515 Portage Avenue, Winnipeg, MB, Canada, R3B 2E9

THE UNIVERSITY OF WATERLOO — Applications are invited for a tenure track position in the Department of Political Science at the University of Waterloo at the Associate/Assistant Professor level in Comparative Politics. We are interested in candidates with expertise in studies of state and nation. The geographical specialization is open with the exceptions of the Americas, Russia and Eastern Europe. The successful candidate will have a doctorate in Political Science. Ability to use new technologies in teaching would be an asset. The candidate is expected to contribute to teaching at the introductory level in a large class environment and at the graduate level. At the Assistant level, the candidate will be expected to develop a strong program of both teaching and research. At the Associate level, the candidate is expected to demonstrate a strong program of both teaching and research including a publication and grant record. This appointment is effective July 1, 2003. Salary negotiable. Send application, cv, teaching dossier, two to three samples of recent scholarly work, and three letters of reference by December 31, 2002 to Professor Ashok Kapur, Chair, Department of Political Science, University of Waterloo, 200 University Avenue West, Waterloo, ON N2L 3G1. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

THE UNIVERSITY OF WATERLOO — Applications are invited for a tenure track position in the Department of Political Science at the University of Waterloo at the Assistant Professor level in Political Theory. We are interested in candidates who are able to teach both Classical and Contemporary Political Thought. The area of research interest is open. The successful candidate will have a doctorate in Political Science. Ability to use new technologies in teaching would be an asset. The candidate is expected to teach at the introductory level in a large class environment and at the graduate level. At the Assistant level, the candidate will be expected to develop a strong program of both teaching and research. This appointment is effective July 1, 2003. Salary negotiable. Send application, cv, teaching dossier, two to three samples of recent scholarly work, and three letters of reference by December 31, 2002 to Professor Ashok Kapur, Chair, Department of Political Science, University of Waterloo, 200 University Avenue West, Waterloo, ON N2L 3G1. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

POLITICAL SCIENCE & GLOBALIZATION

McMASTER UNIVERSITY — The Department of Political Science invites applications for a tenure-track position at the assistant professor or junior associate professor level whose focus will be the politics of citizenship and intercultural relations, including such issues as diversity, multiculturalism, cosmopolitanism, human rights and diaspora relations. The candidate should be capable of effective teaching and supervision at the graduate level in the Department of Political Science and be able to provide a course for a proposed new MA in Globalization Studies offered by the Institute on Globalization and the Human Condition. The candidate must also be able to contribute effectively to the undergraduate programme in Political Science. The candidate should have a PhD or be near completion

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The University of Western Ontario

Assistant Professors Psychology of Aging & Research Methodology

Located in picturesque London Ontario, a major academic health sciences centre, The Faculty of Health Sciences at The University of Western Ontario invites applications for two probationary (tenure-track) positions at the rank of Assistant Professor.

1. **Health and Aging.** An interdisciplinary orientation with a particular emphasis on the psychosocial aspects of health and aging is preferred. **Please quote Number HS 018 on all correspondence regarding this position.**
2. **Research Methodology.** Interest in the application of research methodologies and statistics to one or more of health, sport, activity, and rehabilitation is required. **Please quote Number HS 017 on all correspondence regarding this position.**

The selected candidate(s) will have an outstanding opportunity to exercise creative interdisciplinary teaching and research in building on new directions and activities within the Faculty. Commitment to quality undergraduate and graduate education, a solid research record, excellent interpersonal skills, and the ability to enthusiastically promote a positive image of broad-based health sciences are essential. Primary teaching responsibilities will be in the Bachelor of Health Sciences program, with participation in undergraduate and/or graduate teaching and supervision opportunities across the Faculty of Health Sciences programs. In addition to teaching in the BHSc program, the successful candidate will be appointed to one of 5 Schools (Communication Sciences and Disorders, Kinesiology, Nursing, Occupational Therapy and Physical Therapy) commensurate with their background and qualifications. As well opportunities for scholarly work in a number of specialized research and training centres exist, including: the Canadian Centre for Activity and Aging, Children's Developmental Disability Centre, Fowler-Kennedy Sport Medicine Clinic, H. A. Leeper Speech and Hearing Clinic, International Centre for Olympic Studies, National Centre for Audiology, and the Nursing Research Unit. Within the context of our established research priorities, well-funded programs of research, faculty and students actively engage in building knowledge in 5 fields of study (Child and Family Studies; Healthy Aging; Health Promotion; Physical Activity Sciences; and Rehabilitation Sciences). Many key support services and facilities for both graduate students and faculty exist across the Faculty and Western. Further information can be obtained at www.uwo.ca/fhs.

Candidates must be very near to completion or have a PhD in a health science related field. Candidates must provide evidence of the ability to develop and sustain an independent program of research. Preference will be given to candidates who have successful experience teaching in large undergraduate and professional graduate programs as well as supervising graduate students. The effective date of the appointment is July 1, 2003. Interested applicants should send a curriculum vita, documents supporting qualifications, and the names, addresses, and contact numbers of three referees to:

Dr. Angelo Belcastro, Dean
Faculty of Health Sciences
Room H125, Health Sciences Addition
The University of Western Ontario
London, Ontario N6A 5C1
http://www.uwo.ca/fhs/

The deadline for receipt of applications is **January 8, 2003.**

Positions are subject to budget approval. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

Faculty Positions in the School of Literatures & Performance Studies in English

The School of Literatures and Performance Studies in English at the University of Guelph invites applications for the following faculty positions, to begin 01 July 2003

Search 1: Tenure-track assistant professorship in **eighteenth-century British literature & culture;** interests in transatlantic and/or Scottish studies desirable. PhD by July, 2003 required.

Search 2: Tenure-track assistant professorship in **nineteenth-century British literature & culture;** interests in transatlantic and/or Scottish studies desirable. PhD by July, 2003 required.

Search 3: Contractually-limited assistant professorship in **Modernism** broadly construed, including transnational literary and cultural movements. Interests in Caribbean and/or African-American studies desirable. PhD by July, 2003 required.

Search 4: Contractually-limited assistant professorship in **Acting and Directing.** MFA or PhD by July, 2003 or equivalent professional experience required.

Search 5: Tenure-track assistant professorship in **nineteenth-century American literature & culture;** PhD by July, 2003 required.

Search 6: Tenure-track assistant professorship in **Latino/a literatures in English and Women's Studies** (joint appt); emphasis in gender and race theory and feminist scholarship. PhD by July, 2003 required.

Teaching responsibilities: Flexible teaching interests essential. For all positions, undergraduate courses in areas of expertise as well as for first-year students and non-majors; directed readings and/or productions as appropriate. For tenure-track appointments, teaching will include graduate courses and supervisions.

In 2003 the School will have 37 full-time faculty and 5 staff, 600 undergraduate majors and 20 graduate students in residence. We offer BA and MA degrees in both English and Drama, and we offer a PhD in Literary Studies/Theatre Studies jointly with Wilfrid Laurier Univ. Interdisciplinary work is possible with Women's Studies, the Centre for Cultural Studies, and Scottish Studies.

Committed to progressive teaching and research, we offer a lively, productive, research-oriented environment. Guelph is a mid-sized, highly ranked comprehensive university, one hour's drive west of Toronto. More information is available at http://www.uoguelph.ca/englit/.

To apply: send application letter and c.v. only to **Prof. Alan Shepard, Director, School of Literatures and Performance Studies in English, 427 MacKinnon, Univ. of Guelph, Guelph ON N1G 2W1.**

The closing date for receipt of applications is January 6, 2003 or until the position is filled. Please specify the number of the search to which you are applying.

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

UNIVERSITY of GUELPH

and show promise of excellence in teaching and research. The Department expects the person who takes up the position to engage in an independent research programme yielding significant peer-reviewed publications. The candidate's research should show expert knowledge of theories and debates of globalization and should address key questions from this literature. Research that addresses these issues from a broadly comparative perspective or at the global level will be a decided asset. The appointee will be expected to be an active participant in McMaster University's Institute on Globalization and the Human Condition. A candidate's programme of research should be one complementary to the SSHRCC Major Collaborative Research Initiatives project on "Globalization and Autonomy." The project's research plan is available at http://www.humanities.mcmaster.ca/gaf/. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be considered first for this position. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. An application, including a curriculum vitae, three letters of reference, a teaching dossier (including an outline for an undergraduate course in Political Science and an interdisciplinary graduate course in Globalization Studies) and a copy of a recent publication or paper should be sent to: Dr. Tony Porter, Chair, Department of Political Science/ Dr. William Coleman, Director, Institute on Globalization and the Human Condition, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada L8S 4M4. Deadline for applications: December 31st, 2002.

POLITICAL STUDIES

THE UNIVERSITY OF PRINCE EDWARD ISLAND — The Department of Political Studies invites applications for a tenure-track appointment in Canadian Politics at the rank of assistant professor, effective July 1, 2003. Applicants should have a strong research file and a demonstrated teaching competence in a variety of areas in Canadian Politics including the core courses. The successful candidate would be expected to lead and develop the Canadian stream of courses m consultation with the department in areas such as public administration and public policy, federalism and the constitution, parties and elections and public opinion, aboriginal politics, comparative provincial politics, municipal politics and regionalism. A secondary field in comperative politics or internatnonal relations is desirable. A willingness to teach courses that are part of the Island Studies programme such as political geography or public policy in small island jurisdictions would be particularly welcome. Versatility, breadth of range and a willingness to offer a repertoire of courses on rotation are critical requirements in this appointment. Applicants should have completed a PhD m Political Studies The University web site (www.upei.ca) offers an excellent introduction to the University, the Department and the province. UPEI is committed to employment equity In accordance with Canadian Immigration regulations, priority will be given to Canadian citizens or permanent residents. Competitron closes January 15, 2003. Applicants should send their curriculum vitae, a teaching dossier, and three letters of reference to Dr. Barry Bartmann, Chair, Department of Political Studies, University of Prince Edward Island, 550 University Avenue, Charlottetown, PE, C1A 4P3. This position is subject to final budgetary approval.

QUEEN'S UNIVERSITY — The Departrment of Political Studies invites applicatrons for the Skelton-Clark Post-Doctoral Fellowship rn Canadian Affairs. This new fellowship will provide an opportunity to spend time in an intellectually stimulating environment conducting research, writing, and teaching on topics in any area of Canadian politics. Total value: $38,000, tenable for one year from 1 July or 1 September 2003. Scholars who have a doctorate m political science awarded after 1 January 2001, or who expect to have successfully defended by 1 July 2003, are eligible to apply. Applications must be received by 15 January 2003 and must include a current c.v., a statement outlining program of post-doctoral research; applicants must arrange for three referees to submit letters of reference on their behalf. Inquiries and applications to Krm Nosal, Head, Department of Political Studies, Queen's University, Kingston, ON K7L 3N6, Canada, nosalk@post.queensu.ca

PSYCHOLOGY

CARLETON UNIVERSITY — Subject to budgetary considerations, the Department of Psychology, Carleton University wishes to make a tenure-track appointment at the level of Instructor, to begin 1 July 2003. Preference will be given to candidates with a strong record of teaching, particularly in undergraduate courses involving extensive student interaction, comprehensive skill training, and multiple methods of evaluation. The candidate can expect to teach 4 undergraduate courses per term, including (but not limited to) first year seminars, and to become involved in the implementation of initiatives to enhance the quality of the student experience. You can obtain more information about our undergraduate program at www.carleton.ca/psychology. Applicants should send their teaching dossier and their curriculum vitae to Dr. Kimberly Matheson, Chair, Department of Psychology, Carleton University, 1125 Colonel by Drive, Ottawa, Ontario, K1S 5B6. At the same time, candidates should arrange to have three referees forward supporting letters to the same address. All qualified candidates are encouraged to apply. The applications of Canadian and Permanent Residents will be given priority Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. The closing date for applications is 1 January, 2003

THE UNIVERSITY OF WINDSOR invites applications for faculty positions in the Department of Psychology in the areas of General Clinical, Applied Social, and Statistrcs and Methodology commencing July 1, 2003 Subject to Budgetary Approval For detailed position descriptions visit our website at. www.uwindsor.ca/facultyposrtions Contact Dr Shelagh Towson, Head, Psychology, University of Windsor, Windsor, ON, N9B 3P4, Tel 519 253 3000, Ext. 2215, Fax 519.973.7021; Email: towson@uwindsor.ca For information on the University of Windsor or the City of Windsor, contact Dr Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

BRANDON UNIVERSITY — The Department of Psychology invites applications for a tenure track position in Clinical Psychology, subject to budget. Candidates should have a PhD in Clinical Psychology from a CPA or APA accredited program at studies and be registered, or eligible for registration, as a Clinical Psychologist within the Province of Manitoba and show evidence of or potential for success in terms of teaching and research. Persons with any area of specialization in clinical psychology are encouraged to apply. The position responsibilities include teaching courses at the undergraduate level in the area of clinical and counseling psychology as well as other undergraduate teaching, supervision of one or more fourth year undergraduate honours research theses, establishment and maintenance of an ongoing research program and participation in the affairs of the Department. Application Deadline: January 15, 2003 or until the position is filled. Date of Appointment: August 1, 2003 Salary and rank Commensurate with the successful candidate's qualifications and experience. Applicants must submit their curriculum vitae, copies of transcripts, reprints or preprints of recent articles, a statement of teaching and research interests and the names of and contact information for three referees to Dr. Janet Wright, Dean of Science, Brandon University, Brandon, Manitoba, R7A 6A9. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be considered first for this position.

THE UNIVERSITY OF GUELPH — The Department of Psychology invites applications for two tenure-track positrons to begin July 1, 2003. A PhD is required for these appointments (1): Applied Developmental Psychology. The appointment will be at the Assistant or early Associate Professor level. The appointee will demonstrate expertise that contributes to the Department's undergraduate teaching, to its current graduate program m Applied Developmental Psychology, and to the proposed program in Clinical Psychology: Applied Developmental Emphasis. Given the scientist-practitioner nature of the graduate program, the successful applicant will have a strong research background in both normal and atypical development, and possess substantial clinical skills to help prepere students for practica, internships and registration as Psychologists. Applications from those with a clinical and research background in socio-emotional aspects would be particularly welcome. Registration or eligibility for registration with the College of Psychologists of Ontario is a requirement. (2) Industrial-Organizational Psychology. The appointment will be at the Assistant Professor level. The appointee will be a graduate from a recognised program in I/O Psychology or possess equivalent training. The successful candidate should have established an active research program in the broad area of organizational/consulting psychology, and should be willing to commit to a team approach in the delivery of a highly successful PhD program in I/O Psychology. An ability to teach some specialised topics such as organizational development, leadership, change management, or executive coaching is desirable At the undergraduate level, the candidate may also contribute to teaching social psychology and personality/individual differences. Opportunities are available to participate in the newly established leadership diploma and degree programs Applications for both positions should include a curriculum vitae, a statement of research and teaching interests, a summary of relevant applied experience, and preprints/eprints. At least three letters of recommendation must support the application. All application materials should be submitted by January 31, 2003. to: Harvey H.C. Marmurek, Chair, Department of Psychology, University of Guelph, Guelph, ON, Canada, N1G 2W1. More rnformatron about the Department can be found at www.psychology.uoguelph.ca. All qualrfied candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among rts faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities, and women.

UNIVERSITY OF TORONTO AT SCARBOROUGH — The Division of Life Sciences invites applications for a tenure-stream position in Cognitive Neuropsychology. Applicants must have a PhD (or equivalent) and demonstrated excellence in research and evidence of strong potential for excellence in teaching. The successful candidate will be expected to develop a strong research program and to take an active role in both undergraduate and graduate teaching. For information on research and teaching strengths in the Division, please consult the Divisional website: http://www.utsc.utoronto.ca/-lifesci/index.html. Interected applicants should submit a complete curriculum vitae (that should include Individual statements of research and teaching interests) and a copy of recent reprints, and arrange to have three letters of recommendation (including comments on teaching ability, publications and research potential) sent from the referees. All materials should be addressed to: Professor John H Youson, Chair, Division of Life Sciences, University of Toronto at Scarborough, 1265 Military Trail, Scarborough, Ontario, MIC IA4 Closing date for applications is January 15, 2003. The appointment will be at the Assistant Professor level, and salary will be commensuate with qualifications. The position will be effective July 1, 2003. The University of Toronto is strongly committed to diversity within its community and especially welcomes applrcations from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority

UNIVERSITY OF TORONTO AT SCARBOROUGH — The Division of Life Sciences invites applications for a tenure-stream position in Personality/Social Psychology Applicants must have a PhD (or equivalent) and demonstrated excellence in research and evidence of strong potential for excellence in teaching The successful candidate will be expected to develop a strong research program and to take an active role in both undergraduate and graduate teaching. For information on research and teaching strengths in the Division, please consult the Divisional website: http://www.utsc.utoronto.ca/-lifesci/index html. Interected applicants should submit a complete curriculum vitae (that should include individual statements of research and teaching interests) and a copy ol recent reprints, and arrange to have three letters of recommendation (including comments on teaching ability, publications and research potential) sent from the referees. All materials should be addressed to: Professor John N. Bassili, Chair, Search Committee, Division of Life Sciences, University of Toronto at Scarborough, 1265 Military Trail, Scarborough, Ontario, MIC IA4 Closing date for applications is January 15, 2003 The appointment will be at the Assistant Professor level, and salary will be commensurate with qualifications. The position will be effective July 1, 2003. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas All qualrfied candidates are encouraged to apply; however, Canadians and permanent residents will be given priority

UNIVERSITY OF TORONTO AT SCARBOROUGH — The Division of Life Sciences mvites applications for an open-rank tenure stream position in Cognitive Psychology specializing in the study of memory. Applicants must have demonstrated excellence in research and teaching. The successful candidate will be expected to contnbute a strong research program to the existing cognitive psychology group within the Division and take an active role in both graduate and undergraduate teaching. For further information on the research and teaching strengths of our division, please consult the divisional website http://www.utsc.utoronto ca/-lifesci. Interested applicants should submit a complete curnculum vitae (that should include individual statements of research and teaching interests) and a copy of recent reprints, and arrange to have three letters of recommendation (rncluding comments on teaching ability, publications and research activity) sent from the referees All materials should be addressed to: Professor Marilyn Smith, Chair, Search Committee, Division of Life Sciences, University of Toronto at Scarborough, 1265 Military Trail, Scarborough, Ontano, Canada, M1C 1A4 Closing date for applications is January 15, 2003 Salary will be commensurate with qualifications The position will be effective July 1, 2003. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority

UNIVERSITY OF SASKATCHEWAN — The Department of Psychology invites applications from outstanding individuals to be nominated for a Tier Two Canada Research Chair (www.chairs.gc.ca) in neuroscience. A Tier Two Chair will be filled by an exceptionally talented researcher acknowledged as having the potential to lead his/her research field. We encourage applications with expertise in any one of the following or related specializations: physiological psychology, evolutionary psychology, comparative psychology, human neuroimaging, learning, or the neural basis of perception The research program of the successful candidate must be supportable through either the Natural Sciences and Engineering Research Council of Canada (www.nserc.ca) or the Canadian Institutes of Health Research (www.cihr.ca). As a tenurable member of the Department of Psychology (www.usask.ca/psychology), the successful candidate will be a member of an outstanding group of cognition and neuroscience researchers. The Department has twenty-six full-time faculty, including one Chair in forensic psychology, and supports existing graduate programs in basic behavioural science, clinical, and applied social psychology. The University of Saskatchewan is a publicly funded institution, established in 1907. It has over 19,500 degree students, 4,500 employees, an operating budget of approximately $200 million, and receives research funds in excess of $100 million. It offers a full range of programs, both academic and professional, in thirteen colleges, including all of the health sciences The City of Saskatoon, with a population of about 210,000, offers an abundance of perks, recreational and cultural facilities on the banks of the South Saskatchewan River and is in close proximity of pristine lakes, forests, and a national park. Applications are invited from qualified individuals regardless of their immigration status in Canada. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Saskatchewan is strongly committed to diversity within rts community. The University especially welcomes applications from Aboriginal persons, members from visible minorities, women, and persons with disabilities, and encourages members of the designated groups to self-identify on their application. We will begin reviewing applications on Jan 1, 2003 and continue until a suitable candidate is found. Please forward a curriculum vitae, names and addresses of three referees, and a summary of a proposed program of research that is consistent with the delinrtion of the Chair to Dr. Jim Cheesman, Acting Head, Department of Psychology, University of Saskatchewan, 9 Campus Dr., Saskatoon, SK, Canada S7N 5A5, Email: cheesman@duke.usask.ca

THE UNIVERSITY OF TORONTO — The Department of Psychology has a position for an Associate or Full professor in the area of human neuroscience, broadly defined. We invite applications from people with interests in cognitive, social, perceptual or affective processes Individuals with a lifespan approach to any of these issues are also encouraged to apply. This position is for a senior Canada Research Chair (Tier I). The appointment will begin on July 1, 2003. As such, the candidate should have an outstanding record of research and teaching achievement. Our new faculty member will be expected to maintain an active, externally funded program of research and be committed to both undergraduate and graduate education. Toronto is one of the most ethnically diverse communities in the world and the university shares rn that diversity The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. Interested applicants should submit a curriculum vitae, a statement of research interests, and copies of representative publications to Search Committee, Department of Psychology, University of Toronto, Toronto, Ontario M5S 3G3. In addition, applicants can arrange to have three letters of recommendation sent directly to the Search Committee or Chair of the Department of Psychology, Lynn Hasher, or else provide names of potential referees. As well, potential applicants may contact Lynn Hasher, Chair for additional information at chair@psych.utoronto.ca The committee will begin to consider applications after January 15, 2003, until the position is filled

THE UNIVERSITY OF WATERLOO — The Department of Psychology invites applications for a tenure-track assistant professor in Behavioral/Cognitive Neuroscience The successful candidate must have a PhD in Behavioral or Cognitive Neuroscience or related field We are seeking an individual with a strong research record and strong commitments to teaching, research, and the supervision of undergraduate and graduate students. Our preference is for someone with expertise in human cognitive neuroscience/neuropsychology Information regarding the Department can be found at: http://www.psychology.uwaterloo ca The anticipated start date for the position is July 1, 2003 Review of applications will begin on January 10, 2003 and will continue until the position rs filled Applicants should submit a curriculum vitae, a statement of teaching and research interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: Behavioral/Cognitive Neuroscience Search Committee, Department of Psychology, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. This appointment is subject to the availability of funds

THE UNIVERSITY OF WATERLOO — The Department of Psychology invites applications for a tenure-track assistant professor in our CPA and APA accredited Clinical Psychology Training Program. Candidates should have a PhD from an accredited clinical psychology program, an approved internship, and should be registered or eligible for registration with the Ontario College of Psychologists. Responsibilities will include undergraduate and graduate teaching, supervision of graduate students' clinical and research work, and the conduct of an on-going research program. We have a preference for someone with child clinical interests, although applicants with adult clinical expertise will also be considered. We welcome applicants who have a strong, theory-driven, research investment that will be attractive to graduate students. Information about the Department can be found at. http://www.psychology.uwaterloo.ca The anticipated start date for the position is July 1, 2003 Review of applications will continue until the position is filled. Applicants should submit a curriculum vitae, a statement of teaching and research interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: Clinical Psychology Search Committee, Department of

DIRECTOR OF RESEARCH

Muriel McQueen Fergusson Centre
for Family Violence Research
University of New Brunswick (Fredericton Campus)

The University of New Brunswick (Fredericton Campus) invites applications for the position of Director of Research. This is a full-time faculty appointment for a renewable five-year term starting no later than 1 July 2003. The successful candidate will also be appointed to a tenured or tenure-track position in an appropriate faculty.

The Family Violence Research Centre is a founding member of the Alliance of Five Research Centres on Violence established in 1997. Each Centre conducts participatory action research in its own region and actively disseminates findings in ways that can be applied in the community. The Five Centres also collaborate to conduct research and address family violence issues at a national level.

Operation of the Family Violence Research Centre is under the joint guidance of the Director of Research and the Director of Community and Operations. The primary mandate of the Family Violence Research Centre is to co-ordinate research directed at understanding, treating, preventing and ultimately eliminating family violence. The Director of Research is sequired to foster the research of the centre and facilitate new research initiatives. The successful candidate will have a doctoral degree in an appropriate area and hold both a strong publication record and a strong record of obtaining research grants. The successful candidate will also have experience partnering with community organizations and initiating collaborative research.

Interested individuals should send a curriculum vitae, recent publications, a statement of community involvement, and three letters of reference by **31 January 2003** to:

UNB
UNIVERSITY OF NEW BRUNSWICK

Dr. John Rowcroft
Dean of Arts
University of New Brunswick
P.O. Box 4400
Fredericton, NB E3B 5A3
Telephone: (506) 453-4655
Fax: (506) 453-5102
Email: JR@unb.ca

All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity. Further information about the University of New Brunswick may be obtained at http://www.unb.ca.

Memorial
University of Newfoundland

FACULTY OF ARTS

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

With over 175 regular faculty members in 14 academic departments and a variety of interdisciplinary major, minor and diploma programs, the Faculty of Arts offers breadth, depth and diversity. Counting some 1,500 registered students with declared majors, and with strong graduate programs, the Faculty is committed to providing solid teaching and research support to new appointees. The positions listed below will commence July 1, 2003, subject to budgetary approval. A tenure-track appointment at the ronk of Assistant Professor will be offered in the case of successful candidates with a completed PhD; otherwise, a 3-year contractual appointment will be offered with automatic conversion to a tenure-track appointment on completion of the doctoral degree. Letters of application should reach the Head of the appropriate department by **January 15, 2003,** and should be accompanied by a current curriculum vitae, a teaching dossier, the names of three persons who can supply a letter of reference, and such additional materials as may be specified below. Please see http://www.mun.ca/arts/.

Department of Classics

The Department of Classica invites applications for a tenure-track appointmeot with specialization in Hellenistic literature, culture and society. The appointee will teach courses in classical languages and literature, as well as courses in other aspects of classical civilization, such as religion, science and medicine, gender, and cultural ideotity. Applicants must provide evidence of excellence in both teaching and research. For information about the Department of Classics please visit our website at http://www.mun.ca/classics/. Applications should be directed to: **Dr. Mark Joyal, Head, Department of Classics, Memorial University of Newfoundland, St. John's, NL A1C 5S7,** Fax: (709) 737-2135; Phone: (709) 737-8593; Email: mjoyal@mun.ca.

Department of English

The Department of English Language and Literature invites applications for a tenure-track position at the rank of Assistant Professor in the area of modern dramatic literature in English, with a background in practical theatre. Applicants should have a promising research record and strong evidence of teaching ability. Responsibilities include both undergraduate and graduate teaching and supervision. Candidates should submit the following additional materials: a writing sample (20 page maximum), and copies of graduate and undergraduate transcripts. Please submit applications to: **Dr. William Barker, Head, Department of English Language and Literature, Memorial University of Newfoundland, St. John's, NL A1C 5S7,** Email: wbarker@mun.ca.

Études françaises et hispaniques

Le Département d'études françaises et hispaniques offre un poste en études françaises menant à la permanence. Qualifications : spécialisatioo co études acadiennes ou franco-terreneuviennes; aptitude à contribuer aux programmes du Département en linguistique appliquee et didactique du français; preuves d'excellence pédagogique et d'une aptitude pour la recherche. Toute candidature comprendra un curriculum vitoe à jour et les noms et adresses de trois répondants ; et parviendra au plus tard le 15 janvier 2003 au **Professeur Peter Ayres, Directeur intérimaire, Département d'études françaises et hispaniques, Memorial University of Newfoundland, St. John's, NL A1B 3X9.** Internet: payres@mun.ca.

Department of History

Applications are invited for a full-time tenure-track position in the field of post 1500 European social history (excluding the British Isles). A field of interest in intellectual history would be an asset. The person appointed to this position will be expected to teach one or more of our European surveys and one or more of our national courses and seminars in the European field. The successful candidate will be expected to conduct research and supervise honours and graduate students. Applications should be directed to **Dr. David Facey-Crowther, Head, Department of History, Memorial University of Newfoundland, St. John's, Newfoundland, Canada A1C 5S7,** Fax: (709)737-2164, Email: davidfc@mun.ca.

Psychology, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. This appointment is subject to the availability of funds

THE UNIVERSITY OF WATERLOO — The Department of Psychology invites applications for a tenure-track assistant professor in Developmental Psychology. The successful candidate must have a PhD in Developmental Psychology or related area and will contribute to an established developmental program with an emphasis on social and cognitive development as they pertain to communication. We are seeking an individual who has a strong research record and strong commitments to teaching, research, and the supervision of undergraduate and graduate students. Information regarding the Department can be found at: http//www.psychology.uwaterloo.ca The anticipated start date for the position is July 1, 2003. Review of applications will begin on January 10, 2003 and will continue until the position is filled. Applicants should submit a curriculum vitae, a statement of teaching and research interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to Developmental Psychology Search Committee, Department of Psychology, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, natives peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. This appointment is subject to the availability of funds.

THE UNIVERSITY OF WATERLOO — The Department of Psychology invites applications for a tenure-track assistant professor in Industrial/Organizational Psychology. Candidates should have a PhD in Psychology, Organizational Psychology, or equivalent field and a strong interest in developing an independent research program. Candidates with expertise in either personnel or organizational psychology will be considered. Responsibilities will include undergraduate and graduate teaching, graduate student supervision, and the conduct of an on-going research program. Information about the Department can be found at: http://www.psychology.uwaterloo.ca The anticipated start date for the position is July 1, 2003. Review of applications will continue until the position is filled. Applicants should submit a curriculum vitae, a statement of teaching and research interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: I/O Psychology Search Committee, Department of Psychology, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however Canadians and Permanent Residents will be given priority. This appointment is subject to the availability of funds.

RECREATION & LEISURE STUDIES

BROCK UNIVERSITY — The Department of Recreation and Leisure Studies invites applications for three probationary/tenure track appointments: Inclusive and Therapeutic Recreation; Recreation Management and Leisure Studies; and Recreation and Leisure Studies. Please see our full ad in this issue or visit us on the Web at http://www.brocku.ca/hr/careers.

RELIGION & CULTURE

WILFRID LAURIER UNIVERSITY invites applications for a one-year, limited term, sabbatical replacement commencing July 1, 2003. Rank and salary are dependent upon qualifications and subject to budgetary approval. The area of specialization is sociology of religion / religions in contemporary society. The successful candidate should have a completed, or almost completed, PhD in religious studies or an allied field such as sociology. Among courses that the candidate may be asked to teach are: Religion and Social Change; Controversial Religious Issues and Movements, Religion and Cultural Studies; Religion and Postcolonialism; Religion and Popular Culture. Applicants must show evidence or promise of superior teaching ability and of significant research and publication. Applicants should send a letter of application, curriculum vitae, transcripts, sample publications, and teaching dossier (including, for example, course evaluations and course outlines). Letters fully and candidly assessing the applicant should be sent directly from three referees. Applications should be sent to the chair of the search committee, Dr. Janet McLellan, Department of Religion and Culture, Wilfrid Laurier University, Waterloo, Ontario, Canada N2L 3C5, queries may be addressed to jmclellia@wlu.ca Information about the Department of Religion and Culture can be found at: http://www.wlu.ca/~wwwrandc/index.shtml. The deadline for receipt of materials is January 15, 2003. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Wilfrid Laurier University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

RELIGIOUS STUDIES

THE UNIVERSITY OF WINNIPEG — The Department seeks to fill a position in aboriginal religious traditions, focusing on Ojibwa, Cree, or Sioux traditions. In addition to knowledge of the tradition(s) in question, the candidate will be expected to have knowledge of at least one of the relevant aboriginal languages. Candidates will be expected to have an additional area of interest and teaching competence and are asked to specify their additional area of interest and teaching competence in their letter of application. Primary teaching responsibilities are at the undergraduate level with opportunities for occasional teaching and thesis supervision at the Master's level. Candidates will also be expected to assume departmental administrative duties. The University of Winnipeg is located in Winnipeg's downtown core, a metropolitan area of 650,000 people, with the highest proportion of aboriginal peoples of any major urban area in North America. Winnipeg is also the home of the Hudson's Bay archives, a relatively untapped source of primary material from the 17th–20th centuries. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals, including women, members of visible minorities, aboriginal persons and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is initially directed to Canadian citizens and permanent residents. The position (subject to budgetary approval) is tenure-track. Preference will be given to candidates at the rank of Assistant, although ABD's will be considered. The starting date is July 1, 2003. The application deadline is January 22nd, 2003, although earlier submissions are strongly encouraged. Applications, including a cover letter, CV, three letters of recommendation, and a short writing sample, should be addressed to: Dr. Peggy Day, Chair, Religious Studies Department, University of Winnipeg, 515 Portage Avenue, Winnipeg, MB, R3B 2E9, 204-786-9415 (office), 204-774-4134 (fax).

McMASTER UNIVERSITY — The Health Studies Programme and the Department of Religious Studies invite applications for a tenure track position at the rank of Assistant Professor, effective July 1, 2003. We seek a cultural anthropologist, qualitative sociologist, or other social scientist with an interest in areas such as: the interpretation of ritual and symbolic healing, the religious construction of meaning through illness narratives, the analysis of the religious dimensions of alternative therapies and biomedicine, or more generally, the interrelationships among health, illness, and religion. The successful candidate will be jointly appointed in Health Studies and Religious Studies. Candidates must have a PhD, and demonstrate the potential to develop a strong interdisciplinary research programme in religion and health, compete for external research funding, and disseminate the results of this program in significant peer-reviewed publications. Candidates must also demonstrate an ability to teach undergraduate courses in Health Studies, and to provide undergraduate and graduate instruction and research supervision in Religious Studies. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be considered first for this position. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. For more information, please visit our webpages, Health Studies: www.socsci.mcmaster.ca/healthst, Religious Studies: at www.socsci.mcmaster.ca/~relstud. Applications, including a curriculum vitae, a representative sample of academic writing and three letters of reference, should be sent to: Dr. Roy Cain, Director, Health Studies Programme, McMaster University, 1280 Main Street West, Hamilton, ON L8S 4M4. Closing date for applications is January 3, 2003.

SCIENCE

SIMON FRASER UNIVERSITY — Applications and nominations are invited for the Shrum Chair in the Faculty of Science at Simon Fraser University. This endowed chair is named after the late G.M. Shrum, founding Chancellor of the University. Candidates should be outstanding scholars whose research interests match those represented in our Departments: Biological Sciences, Chemistry, Earth Sciences, Mathematics, Molecular Biology and Biochemistry, Physics, and Statistics and Actuarial Science. The Chair is a five-year appointment and the appointment will hold a tenured position as Professor in an appropriate Department. The salary will be commensurate with a distinguished Chair appointment and the appointment will be effective September 1, 2003. For more information on the Faculty of Science please visit the web site at: www.sfu.ca/~science. Applications or nominations, together with a curriculum vitae, and where appropriate, the names of six referees, should be sent by January 10, 2003 to: W.S. Davidson, Dean, Faculty of Science, Simon Fraser University, 8888 University Drive, Burnaby, BC V5A 1S6. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. Simon Fraser University is committed to an equity employment program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified women, Aboriginal Canadians, persons with disabilities, and members of visible minorities.

McGILL UNIVERSITY — The Faculty of Science is seeking to appoint the first occupant of the Tomlinson Chair in Science Education. The successful applicant will be an excellent scientist who has a distinguished record in Science education research, and who is familiar with Information Technology as applied to education. He / she will take up a tenured appointment in one of the departments of the Faculty of Science, and will be expected to set up a comprehensive research program relating to the teaching of science at the university level. He / she will have access to significant funding from the Tomlinson University Science Teaching Project, and will also be expected to attract external research funding. Application Procedure: Applications, including a CV as well as a research plan and a statement of teaching interests should be sent to: Professor dik Harris, Director, Tomlinson University Science Teaching Project, McGill University, Rutherford Physics Building, 3600 University Street, Montreal, Quebec, Canada, H3A 2T8, dik.harris@mcgill.ca. Three referees should be asked to send supporting letters. Applications will be reviewed beginning January 1st, but applications will be accepted until the post is filled. All qualified candidates are encouraged to apply: However, in accordance with immigration regulations, priority will be given to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

SCIENCE EDUCATION

THE UNIVERSITY OF WINDSOR invites applications for tenure-track faculty positions in the Faculty of Education in the areas of Mathematics, Music, Language Arts, Social and Cultural Foundations, Science and Educational Policy and Leadership commencing July 1, 2003. Subject to Budgetary Approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Pat Rogers, Dean, Faculty of Education, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 3801; Fax: 519.971.3612; Email: progers@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit @uwindsor.ca.

SOCIAL & CULTURAL FOUNDATIONS EDUCATION

THE UNIVERSITY OF WINDSOR invites applications for tenure-track faculty positions in the Faculty of Education in the areas of Mathematics, Music, Language Arts, Social and Cultural Foundations, Science and Educational Policy and Leadership commencing July 1, 2003. Subject to Budgetary Approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Pat Rogers, Dean, Faculty of Education, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 3801; Fax: 519.971.3612; Email: progers@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit @uwindsor.ca.

SOCIAL JUSTICE

THE UNIVERSITY OF WINDSOR invites applications for the position of Director in the Centre for Social Justice commencing July 1, 2003. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions Contact: Dr. Walter Soderlund, Interim Director, Centre for Social Justice, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2350; Fax: 519.973.7094; Email: socjust@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca

Red Deer College is...

Opportunity

FACULTY POSITIONS

Need a change? We will have exciting teaching opportunities available in 2003. Visit us at www.rdc.ab.ca/hr/ for more information on current and future career opportunities. You can also sign up to be electronically notified of future positions with Red Deer College.

Our comprehensive community college offers our students certificate, diploma, apprenticeship, university transfer and collaborative degree completion programs.

In collaboration with our students, staff and our community, we have recently completed our most ambitious major facilities upgrade to date. Our Bookstore and Student's Association facilities have been expanded and renovated, and with tremendous community support, our Library Information Common was completed in 2002.

The City of Red Deer, located in Central Alberta, is a vibrant community ideally located between Edmonton and Calgary with access to the province's major Universities and arts and cultural events. Our parks, hiking and biking trails, sports complexes, schools and beautiful outdoor facilities — with views of the Rocky Mountains — are the hallmark of Red Deer.

For more information, please contact us at:

Red Deer College

Human Resources, Red Deer College
Box 5005, Red Deer, Alberta T4N 5H5
Phone: 403.342.3273
Fax: 403.342.3161
Email: hro@rdc.ab.ca
www.rdc.ab.ca/hr/

Tour the City of Red Deer: www.tourismreddeer.net

UNBC

College of Arts, Social & Health Sciences

Assistant or Associate Professor Psychology Program (Tenure Track)

The University of Northern British Columbia invites applications for a tenure track position at the rank of Assistant or Associate Professor with an expected start date of July 1, 2003, (exact start date negotiable), subject to budgetary approval. UNBC is a small, modern, research-intensive university with a strong mandate for growth. Currently there are 3,500 students enrolled in more than 40 undergraduate and graduate degree programs.

The successful candidate will contribute to the Psychology Program's mandate to foster understanding of issues relevant to the north, especially the understanding of human health, human development, and social well being. Candidates should possess a Ph.D. in Psychology or be near completion, and demonstrate a strong background in research (or show potential) which complements the Program's mandate and strengthens our research-oriented doctoral program. We are seeking applicants whose research and teaching expertise is in the area of testing and assessment. The successful candidate will be capable of teaching undergraduate and graduate courses in measurement and psychological assessment. A willingness to teach statistics and program evaluation would be considered an asset. For more information about the Psychology Program, visit our website: www.unbc.ca/psychology.

Please forward your curriculum vitae and the names and addresses of three references (including telephone, fax numbers and email addresses), quoting competition #FAP530-02B to: Dr. Deborah Poff, Vice President Academic & Provost, University of Northern British Columbia, 3333 University Way, Prince George, BC, V2N 4Z9. Fax: (250) 960-7300. Please direct inquiries to Dr. Sherry Beaumont, Chair, Psychology Program at (250) 960-6501 Fax: (250) 960-5744 Email: beaumont@unbc.ca Applications received before January 31, 2003 will receive full consideration, however applications will be accepted until the position is filled.

For more information, visit our Web site: www.unbc.ca

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

UNIVERSITY OF NORTHERN BRITISH COLUMBIA

www.UNBC.ca

Laurentian Laurentienne
UNIVERSITY • UNIVERSITÉ

L'École des sciences de l'éducation de l'Université Laurentienne sollicite des candidatures pour combler un poste de professeure ou professeur dans le domaine de la formation du personnel enseignant incluant la supervision de stages de pratique de l'enseignement.

Il s'agit d'un poste menant à la permanence en enseignement des études sociales aux cycles primaire, moyen et intermédiaire (étude des différents aspects de la société et son évolution dans l'espace et le temps), de la géographie (physique et humaine) et de l'histoire (de l'Ontario et du Canada) ainsi qu'en didactique de l'histoire et/ou de la géographie aux cycles intermédiaire et supérieur.

Nous accorderons la préférence aux personnes détenant un doctorat en éducation ou dans un domaine pertinent à l'histoire et la géographie. Les candidatures de personnes déjà engagées dans un processus d'études doctorales pourront être considérées. Une expérience pratique en milieu scolaire, la connaissance du système d'éducation et du curriculum scolaire de l'Onlario et un dossier de publications sont des atouts sérieux.

L'université pratique une politique de l'équité en matière d'emploi et encourage toutes les personnes qualifiées à poser leur candidature. Conformément à la politique de bilinguisme de l'Université Laurentienne, le bilinguisme passif (français/anglais) est une condition d'obtention de la permanence. En accord avec les exigences de l'immigration canadienne, la priorité sera accordée aux citoyennes et aux citoyens canadiens et aux résidents permanents.

Les dossiers de la candidate ou du candidat doivent contenir une lettre d'intention, un curriculum vitae détaillé précisant l'expérience et les recherches en cours. Trois lettres de références doivent parvenir avant le **30 janvier 2003** à: **Comité de sélection, École des sciences de l'éducation, Université Laurentienne, 935 Chemin du Lac Ramsey, Sudbury (Ontario) P3E 2C6.**

Date d'entrée en fonction: **1er juillet 2003**

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Place a classified ad in the *Bulletin* print edition and the same ad is posted on the CAUT web site for free. Double your exposure with the CAUT *Bulletin*.

www.caut.ca

SOCIAL WORK

DALHOUSIE UNIVERSITY — Applications are invited for two full time, probationary tenure track positions at the Assistant Professor level, commencing August 1, 2003. The successful candidates will be expected to teach in the BSW and/or MSW programs, both on site and distance. The School offers a generic BSW, which includes core courses such as social work theory and practice, social policy and cross-cultural issues. The MSW offers concentrations in family/child welfare, physical and mental health, and community work. Both the BSW and MSW incorporate an analysis of systemic inequalities pertaining to social factors such as class, gender, sexual orientation, race and disability; root social policy and social work practice in a knowledge of political economy; and seek to develop practitioners who are effective in personal and community change. Both degree programs are offered on campus in Halifax, and by distance education to students across Canada. Applicants should normally have a PhD or equivalent in social work or related field, as well as demonstrated achievement in research and scholarly work. Candidates should also submit evidence of effectiveness in teaching, social work practice or social policy appropriate to their experience. Because of the diversity of our student population and constituencies in the Maritime region, the School is making special efforts to increase the diversity of its faculty. The Selection Committee will consider Aboriginal and African Canadian applicants with Master's level qualifications or a doctorate in progress who are prepared to complete doctoral studies in the early years of their appointment. These positions are subject to budgetary approval. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible people and women. Applications, including a curriculum vitae and the names of three academic and professional references, should be sent to the address below. Applications will close on January 10, 2003 or when the position is filled. Dr. Wanda Thomas Bernard, Director, Maritime School of Social Work, Dalhousie University, Halifax, Nova Scotia, B3H 2A7, Tel. (902) 494-1190, Fax: (902) 494-6709

ST. THOMAS UNIVERSITY is a Catholic, undergraduate, liberal arts university where excellence in undergraduate teaching is the highest institutional priority. The Department of Social Work invites applications for an entry-level, tenure track appointment commencing July 1, 2003. The successful candidate will assume the responsibilities of Coordinator of Field Education (1/2 time), and will be expected to teach in a variety of subject areas such as Social Work and Organizations, Introduction to Social Work and Social Welfare. The successful candidate will have knowledge of structural social work theory and its application to practice, and the ability to utilize a variety of teaching methods such as lectures, team teaching, and experiential learning. The ability to teach in French would be an asset. A PhD or imminent completion is required, as well as an MSW and at least five years of experience in social work practice and eligibility for membership in the New Brunswick Association of Social Workers. Applicants should have a demonstrated commitment to research and scholarly activity. Applicants are to submit a curriculum vitae, samples of scholarly work, evidence of teaching effectiveness (teaching portfolio preferred), and arrange to have three letters of reference sent directly to Dr. John Coates, Chair, Social Work Department, St. Thomas University, Fredericton, N.B. E3B 5G3. Closing date: December 31, 2002, or when position is filled. Applicants are responsible for ensuring that their files, including letters of reference, are complete by this date. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. St. Thomas University is committed to employment equity for women, Native persons, members of visible minority groups, and persons with disabilities.

THE UNIVERSITY OF WINDSOR invites applications for faculty positions in the School of Social Work commencing July 1, 2003. Subject to Budgetary Approval For detailed position descriptions visit our website at www.uwindsor.ca/facultypositions Contact: Dr. Frank Hawkins, Head, School of Social Work, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253.3000, Ext. 3067, Fax: 519.973.7036, Email: socwork@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

McMASTER UNIVERSITY — A contractually limited full-time appointment will be made in Labour Studies, by McMaster University at the Lecturer or Assistant Professor level. The appointment will be for 22 months commencing September 1, 2003. Labour Studies is an interdisciplinary programme, resident in the Faculty of Social Sciences, which includes Anthropology, Economics, Political Science, Social Work and Sociology. Responsibilities will include the equivalent of six half courses of undergraduate teaching and associated course administration, including supervision of teaching assistants. Teaching responsibilities will include teaching first year courses in contemporary labour issues and the history of the Canadian labour movement. Candidates should have an interdisciplinary approach to studies in work issues, labour and society. A PhD or ABD is preferred, although candidates with MAs and teaching experience (either in post-secondary institutions or in the labour movement) will be considered. All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be considered first for this position. McMaster University is strongly committed to employment equity within its community, and to recruiting diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities and persons with disabilities. This encouragement is in keeping with Labour Studies' focus on the ways in which structural forces (e.g. social class, gender, race, age, ability, sexuality, culture) affect workers and their workplaces, and with our long-standing commitment to teaching and research that reflects the diversity and concerns of the community. Further information on Labour Studies can be found on the Labour Studies Home Page at www.socsci.mcmaster.ca/labourstudies/. Applicants should send a curriculum vita and arrange to have three letters of reference sent to the Director, Labour Studies Programme, McMaster University, Hamilton, Ontario L8S 4M4. The application deadline is January 30, 2003

CARLETON UNIVERSITY — Subject to budgetary approval, the School of Social Work at Carleton University invites applications from qualified candidates for one or more tenure-track positions at the rank of Assistant and/or Associate Professor. In addition we invite applications for a two-year term position. The successful candidates must demonstrate knowledge and ability to teach some combination of the following, in both the undergraduate and graduate programs: Aboriginal social policy and social work practice, research; community practice; social work theory; and demonstrate administrative skills to coordinate field. The successful applicant will also teach in other areas of the undergraduate and graduate programs. A strong publication record is an asset for these positions. For the tenure track positions, the School seeks a candidate with a completed PhD or equivalent, in Social Work or a closely related field. Candidates who are near completion of their dissertations may also be considered. Preference will be given to candidates with work experience in the area of social work. All qualified candidates are invited to apply. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. The applications of Canadians and permanent residents will be given priority. Candidates should forward a letter of application, curriculum vitae, a sample of recent scholarship, and the names, phone numbers, addresses and e-mail address of three referees by January 15, 2003 to: Martha Wiebe, Acting Director, School of Social Work, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6

McMASTER UNIVERSITY — The Health Studies Programme and the School of Social Work at McMaster University invite applications for a tenure track position at the rank of Assistant Professor, effective July 1, 2003. We seek a scholar with an interest in health and social justice. We would be particularly interested in applicants with a research interest in mental health, disabilities, chronic illness, or addictions. The successful candidate will be jointly appointed in Health Studies and Social Work. Candidates must have a doctorate in social work or an MSW and a doctorate in a related field. They must demonstrate a strong interdisciplinary research programme in health and social justice, the ability to obtain external research funding, and a track record of disseminating the results of their research programme in significant peer-reviewed publications. Direct experience in policy, advocacy or anti-oppressive practice relating to health, and in community-based research will be considered assets. Candidates must also demonstrate an ability to teach undergraduate courses in Health Studies, a new interdisciplinary undergraduate program, and to provide undergraduate and graduate instruction and research supervision in Social Work. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be considered first for this position. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. For more information, please visit our webpages, Health Studies: www.socsci.mcmaster.ca/healthst; School of Social Work: www.socsci.mcmaster.ca/~socwork. Applications, including a curriculum vitae, a representative sample of academic writing and three letters of reference, should be sent to Dr. Roy Cain, Director, Health Studies Programme, McMaster University, 1280 Main Street West, Hamilton, ON L8S 4M4. Closing date for applications is January 3, 2003

SOCIOLOGY

THE UNIVERSITY OF TORONTO (St. George Campus) invites applications for a full-time tenure-stream position in Sociology at the Assistant Professor level, to commence 1 July 2003. The successful candidate will have potential for excellence in research and teaching in population health, and will teach at both the graduate and undergraduate levels, including cross-listed courses in the Health Studies Program. Applicants must have a PhD in Sociology by the time of appointment. A familiarity with handling large data sets will be considered an asset. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The deadline for submission of applications is January 10, 2003. Send applications with curriculum vitae, samples of publications or writing, plus evidence of teaching ability, and arrange for letters of reference to be sent from three referees to: Professor Lorne Tepperman, Chair, Department of Sociology, University of Toronto, 725 Spadina Avenue, Toronto, Ontario, Canada M5S 2J4

TRENT UNIVERSITY — The Department of Sociology invites applications for a tenure-track appointment at the Assistant Professor level, commencing July 1, 2003. The Department seeks candidates with a broad background in sociology, and research and teaching experience in the areas of deviance, law and criminology. Other areas of research specialization will be considered. In addition all members of the Department are expected to be able to teach and develop undergraduate courses in introductory sociology, theory, methods, and social statistics. Applicants should have a PhD in Sociology, and a demonstrated record of excellence in teaching and research. Submit a letter of application, curriculum vitae, and arrange for letters of reference to be sent by three referees to Professor Jim Conley, Chair, Department of Sociology, Trent University, Peterborough ON K9J 7B8. Trent University is an employment equity employer, and invites applications from women, aboriginal persons, visible minorities, and disabled persons. Please visit our website (www.trentu.ca) for more information about Trent University, the Department, and Peterborough. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The deadline for applications is January 6, 2003.

THE UNIVERSITY OF WINDSOR invites applications for faculty positions in the Department of Sociology and Anthropology in the areas of Criminology and Family and Sexuality commencing in July 1, 2003. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Tanya Basok, Interim Department Head, Sociology and Anthropology, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253.3000, Ext. 2190; Fax: 519.971.3621; Email: basok@uwindsor.ca For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

UNIVERSITY OF TORONTO AT MISSISSAUGA — The Department of Sociology invites applications for two tenure-stream positions at the rank of Assistant Professor to begin July 1, 2003. Candidates should have expertise in one of the following areas: Social Inequality; Race and Ethnic Relations, Work and Organizations, Law and Society. Candidates must have completed a PhD in Sociology. Preference will be given to individuals who are prepared to teach an

Post-Doc/Research Associate
Automaton Modelling in Sediment Geochemistry
Oceanography Department

For a full job description and information visit the Oceanography website at:
http://www.dal.ca/~wwwocean/files/postdoc.pdf

Applications to: Dr. B.P. Boudreau
Department of Oceanography
Dalhousie University; Halifax, NS B3H 4J1
E-mail: bernie.boudreau@dal.ca
Fax: 902-494-3877

Memorial
University of Newfoundland

CANADA RESEARCH CHAIR
Aboriginal Studies

Memorial University of Newfoundland invites applications for a Canada Research Chair (Tier II) in Aboriginal Studies. The ideal candidate will be a rising new scholar who has already distinguished herself/himself with outstanding research accomplishments in Aboriginal Studies in the Humanities, Social Sciences or Education. Extensive research experience with First Nations, Inuit, Metis or other indigenous communities is desirable, and fluency in an Aboriginal language would be an asset. Aboriginal Studies include (but are not limited to) social and cultural aspects of indigenous communities, and issues affecting them. While the Canada Research Chair position will be associated with a department within the Faculty of Arts or in the Faculty of Education, the chair holder will be expected to engage in and develop Aboriginal studies, especially in relation to Newfoundland and Labrador, to work with the Labrador Institute, and to promote sensitivity to and inclusiveness of Aboriginal peoples at Memorial University.

Tier II appointees are outstanding emerging researchers who exhibit the potential to lead their research fields. Rank will be commensurate with qualifications and experience.

Applicants should submit a curriculum vitae, a statement of research interests and plans, a teaching dossier, and the names of three referees to: **Dr Adrian Tanner, Chair, Search Committee for the CRC in Aboriginal Studies, c/o Office of the Dean of Arts, Memorial University of Newfoundland, St. John's, Newfoundland, Canada A1C 5S7**; Phone: (709) 737 8254; Fax: (709) 737-2135; E-mail: deanarts@mun.ca.

Applications will be considered up to February 17, 2003, or until the position is filled.

For further information about the Canada Research chair program at Memorial University, please visit our web site at http://www.mun.ca/research/crc/. For further information about the Faculty of Arts and the Faculty of Education at Memorial University, please visit out web site at: http://www.mun.ca. For further information about the Labrador Institute, please refer to our web site at: http://www.mun.ca/labradorinstitute/.

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

There is no restriction with regard to nationality or residence.

ACADIA
UNIVERSITY

Invites applications from, and nominations of, qualified individuals for the position of

PRESIDENT and VICE CHANCELLOR

to take office on 1 September 2003

Acadia University in Wolfville, Nova Scotia, has pioneered a new way of teaching, learning and communicating. Acadia students learn from dedicated faculty in a dynamic, technologically-enhanced environment. The Acadia Advantage is just one of the many innovative initiatives that have earned the university its reputation for excellence; a reputation confirmed with numerous awards and acknowledgments including induction into the Smithsonian Institution. Acadia is the only university to top MacLean's newsmagazine's annual primarily undergraduate reputational survey in all four categories: highest quality, leaders of tomorrow, most innovative, and best overall. Acadia is also considered among the top 10 universities in Canada.

Founded in 1838, Acadia has a long tradition of excellence in undergraduate teaching and research in the liberal arts and sciences as well as in selected graduate programs and professional schools including Business Administration, Computer Science, Education, Engineering, Music, Nutrition and Dietetics, Recreation Management and Kinesiology and Theology. The newly constructed K.C. Irving Environmental Science Centre and Harriet Irving Botanical Gardens demonstrate the capacity for sophisticated research. The University's enrolment is approximately 3,700 full time students, from over 60 different countries, fifty percent of whom live on campus.

The President and Vice-Chancellor is the Chief Executive Officer who leads the work of the university. Internally, the President will inspire and energize a cohesive team working collaboratively on planning and delivering new initiatives. Externally, the President will forge strategic alliances and act as advocate to all university constituents and the broader community.

The President will possess the vision and leadership, academic and administrative skills to move Acadia forward. Preferred qualifications of the successful candidate include:

- National distinction based on a significant record of achievement in an academic setting;
- A clear commitment to academic excellence and the dynamics of Acadia's technologically enhanced environment;
- The communication skills and personality necessary to convey effectively Acadia's distinctive character to a range of audiences including, students, faculty, staff, alumni, donors and the broader community.

In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Acadia University is an equal opportunity employer.

Acadia would welcome a written application or nomination for this position, accompanied by a detailed *curriculum vitae* and the names of three references, before January 30, 2002.

Please indicate your interest in Project 7345 through the Opportunities section of www.caldwell.ca, by email to halifax@caldwell.ca, or in writing to 5657 Spring Garden Road, Suite 500, Park Lane Box 247, Halifax, Nova Scotia, B3J 3R4.

undergraduate course in Research Methods or Sociological Theory. Candidates must have an excellent research and teaching record. The appointment is at the University of Toronto at Mississauga, which has an interdisciplinary commitment, a multicultural student body, and a modern and spacious campus. UTM offers a broad and growing range of undergraduate and graduate programs. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. The University also offers opportunities to work in a range of collaborative programs. The successful candidate will be expected to teach in the undergraduate and graduate programs and will be a member of the Graduate Department of Sociology, University of Toronto. Additional information on the Department can be obtained through the World Wide Web at http://www.utoronto.ca/sociology or http://www.erin.utoronto.ca/~w3soc/. The University of Toronto is fully committed to academic excellence and welcomes applications from all qualified individuals. All qualified candidates are encouraged to apply, however, Canadian and permanent residents will be given priority. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. Applications should be received by December 20, 2002 but will be accepted until the position is filled. Candidates should send a current curriculum vitae, writing samples, a teaching dossier, and a statement outlining current and future research interest to the address below. Applicants should also ask three referees to send letters of recommendation under separate cover. All correspondence should be sent to: Professor Gary Crawford, Associate Dean, Social Sciences Division, University of Toronto at Mississauga, 3359 Mississauga Road North, 121 Kaneff Centre, Mississauga, Ontario, Canada L5L 1C6.

THE UNIVERSITY OF LETHBRIDGE — The Department of Sociology invites applications for two positions, a probationary tenure-track appointment and a three-year term appointment (Assistant Professor), to begin July 1, 2003, subject to budgetary approval. Appointment as an Associate Professor may be considered for the tenure-track position. These positions are open to all qualified applicants, although preference will be given to Canadian citizens and permanent residents of Canada. A PhD is required. Areas of specialization are open but the ability to teach undergraduate courses in deviance, social psychology or research methods would be an asset. New Faculty are eligible for university funding in support of research and scholarly activities. For more information about the University please see our display ad in this issue and visit our web site at www.uleth.ca. Applications should include a curriculum vitae and names of at least three referees who are scholars in the field. Send this material and arrange for the letters of reference to be mailed directly to Dr. Reginald W. Bibby, Chair, Department of Sociology, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4, Telephone (403) 329-2551, Fax (403) 329-2085, or E-mail: bibby@uleth.ca. The closing date for applications is January 31, 2003.

THE UNIVERSITY OF VICTORIA — The Department of Sociology invites applications for a three-year, limited-term position at the rank of Assistant Professor. This position is subject to budgetary approval. It will begin July1, 2003. The department seeks to hire in the area of gender. The demonstrated ability to teach Introductory Sociology, Canadian Society, Social Problems and/or Human Sexuality would be an asset. Candidates should have a proven research record and be able to demonstrate a commitment to excellence in teaching. A completed PhD in Sociology or a related discipline, or ABD status with an expected completion date no later than 1 July 2003, is expected. The department welcomes applicants from a diversity of methodological and theoretical perspectives. Applicants should include a covering letter, curriculum vitae, evidence of teaching ability and one article-length sample of research. Applicants should also provide the names and addresses (including email), as well as fax and telephone numbers of three referees whom the department may contact. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, peoples of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority. Applications should arrive no later than January 31, 2003. Address correspondence to: Chair, Department of Sociology, University of Victoria, P.O. Box 3050, Victoria, B.C. V8W 3P5. The Department's web address is: http://web.uvic.ca/soci

SOCIOLOGY & ANTHROPOLOGY

CARLETON UNIVERSITY — Applications are invited for a tenure-track position in Anthropology at the rank of Assistant Professor, to commence July 1, 2003. The appointment is subject to final budgetary authorization. Applicants are sought with demonstrated research expertise in one or more of the following areas: Indigenous Peoples of Canada, Medical Anthropology, and Ethnohistory. Preference will be given to applicants whose scholarship will contribute to the Department's strength in applied and participatory anthropology in research and teaching at the undergraduate and M.A. levels. Preferred candidates will have a completed doctorate in Anthropology and an established record of publications. A letter of application, stating research and teaching interests, together with a curriculum vitae, evidence of teaching ability, examples of publications, and the names, addresses, telephone numbers and e-mail addresses of three referees should be sent to: Professor Charles Gordon, Chair, Department of Sociology and Anthropology, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6 (e-mail: charles_gordon@carleton.ca). At the same time, candidates should arrange to have their three referees forward supporting letters to the same address. All qualified candidates are encouraged to apply. The applications of Canadian and Permanent Residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. The deadline for receipt of applications is 31 December 2002.

THE UNIVERSITY OF PRINCE EDWARD ISLAND — The Faculty of Arts invites applications for the position of Chair of the Department of Sociology and Anthropology, effective 1 July, 2003. The applicant should be eligible for appointment at the rank of Associate or Full Professor with tenure. The Department of Sociology and Anthropology offers three major programs — in sociology, anthropology, and sociology/anthropology — and one honours program. The successful candidate must have a PhD in cultural anthropology and will teach a course on social organization and an area course in addition to other courses. The geographic specialization for the area course is open, although specialization in Asia (south, southeast or east), Africa or Latin America is preferred. Interest and experience in teaching courses relevant both for anthropology and sociology will be considered an asset. We are seeking a senior scholar who will chair the Department through a period of transition for a three-year term, renewable for a second three-year term. The successful applicant should have an outstanding record of scholarly achievement, a record of successful teaching, and demonstrated administrative abilities. Applicants should submit a curriculum vitae, samples of publication, a teaching dossier, and arrange for three letters of reference to be sent to: Dr. Satadal Dasgupta, Chair, Department of Sociology and Anthropology, University of Prince Edward Island, 550 University Avenue, Charlottetown, PE C1A 4P3. Applications and enquiries can also be made through e-mail: dasgupta@upei.ca. The University web site (www.upei.ca) offers an excellent introduction to the University, the Department and the province. UPEI is committed to employment equity. In accordance with Canadian Immigration regulations, priority will be given to Canadian citizens or permanent residents. The final date for receiving applications is 31 January, 2003. The position is subject to final budgetary approval.

SOCIOLOGY & CRIMINOLOGY

SAINT MARY'S UNIVERSITY — The Department of Sociology and Criminology invites applications for a tenure track appointment at the Assistant Professor level commencing July 1, 2003. The Department is seeking a candidate with a strong record of research and teaching in the area of Feminist Criminology. Candidates should have a PhD or be near completion. The Department offers an undergraduate degree in Criminology as well as a Masters Degree in Criminology and a Criminology Graduate Diploma. Saint Mary's also offers an undergraduate degree in Women's Studies and is part of the Interuniversity Women's Studies Graduate Program. Hence, there are opportunities for the successful candidate to be part of a thriving and energetic Women's Studies Program as well as the Criminology Program. The successful candidate will be expected to teach courses at both the graduate and undergraduate level in the Criminology program with opportunities for teaching and graduate supervision in the Women's Studies programs as well. Saint Mary's is uniquely committed to service to the local, regional, national and international communities, a commitment which it realizes through outreach activities, community-based research programs, and contributions to life-long learning. The Department is particularly interested in candidates who can contribute to the development of new community-based research partnerships and take full advantage of new federal funding programs that support such partnerships. Applicants are asked to submit a curriculum vitae, an example of recent published work, and the names, addresses and contact numbers for three referees. Application packages should be sent directly to the Hiring Committee Chairperson, Dr. Sandra Bell, Department of Sociology and Criminology, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Applicants are responsible for ensuring that their files, including letters of reference, are complete. The deadline for completed applications is January 15, 2003. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of employment equity.

SOUTH ASIAN CULTURAL STUDIES

YORK UNIVERSITY — The Division of Humanities in the Faculty of Arts, York University, invites applications for a tenure-stream position at the Assistant Professor level in South Asian Religions and Cultures. Applicants should have the appropriate scholarly strengths to conduct research in South Asian religions within both textural and contextural frameworks and to teach at the introductory and advanced levels in the interdisciplinary Foundations and upper-level courses in the Religious Studies Program and the Division of Humanities. Duties may include teaching in the proposed graduate Program in Humanities. Salary depends upon qualifications and experience. The position, to commence July 1 2003, is subject to budgetary approval by the University. Applicants should send a cover letter, CV, and a sample of scholarly work of not more than 20 pages, and arrange for three confidential letters of recommendation to be sent no later than December 20, 2002 to: Professor Doug Freake, Division of Humanities, York University, Rm. 207 Vanier College, 4700 Keele Street, Toronto, Ontario, Canada M3J 1P3. NOTE: Division of Humanities representatives will be available for further information at the annual meeting of the American Academy of Religion, to be held in Toronto November 23–26, 2002. For an appointment, contact Professor Jamie Scott (416-736-2100 ex 77342; or jscott@yorku.ca) York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Division of Humanities welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs/ or a copy can be obtained by calling the affirmative action office at 416-736-5713. Canadian citizens and permanent residents will be considered first for this position.

SPANISH

THE UNIVERSITY OF GUELPH — The School of Languages and Literatures of the University of Guelph (Spanish Studies) invites applications for a tenure-track position in Hispanic Linguistics at the rank of Assistant Professor beginning July 1, 2003. Duties will include teaching of courses in his/her area of specialization, translation, and Spanish as a second language at the undergraduate level. Coordination of a least one multi-section beginner-level language course is also expected. The successful candidate will have completed a PhD in Hispanic Linguistics with research expertise on Spanish American or Latino topics. Publications in the field of interest, native or near-native fluency in English and Spanish, and language-teaching experience in Spanish as a second language are also required. Expertise in technology-assisted language learning will be considered an asset. Salary will be commensurate with the candidate's qualifications and experience. Application consisting of a letter of introduction, a curriculum vitae, three letters of recommendation and a selection of teaching evaluations should be sent before January 1, 2003 to Dr. Daniel Chouinard, Director, School of Languages and Literatures, University of Guelph, Guelph, Ontario, N1G 2W1, Canada. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

ST. THOMAS UNIVERSITY is a Catholic, undergraduate, liberal arts university where excellence in undergraduate teaching is the highest institutional priority. The Department of Romance Languages invites applications for an entry-level, tenure track position in Spanish and Spanish-American Literature. The successful candidate will be expected to teach beginning Spanish and a wide range of advanced language and literature courses. The candidate's teaching portfolio should demonstrate a commitment to excellence in teaching and the research portfolio should show a strong publication record and an ongoing research commitment in 20th century/ contemporary Spanish-American literature. A PhD and native or near-native fluency in Spanish are required. Applicants are to submit a curriculum vitae, samples of scholarly work, evidence of teaching effectiveness (teaching portfolio preferred), and arrange to have three letters of reference sent directly to Prof. Jonathan Hahn, Chair, Department of Romance Languages, St. Thomas University, Fredericton, N.B. E3B 5G3. Closing date, December 31, 2002, or when position is filled. Applicants are responsible for ensuring that their files, including letters of reference, are complete by this date. All qualified candidates are encouraged to apply; however, Canadians

CAUT ACPPU BULLETIN

Publisher's Statement
Déclaration de l'éditeur

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with Human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT *Bulletin* may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information or assurance concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 - 14th, St. N.W., Washington, DC 20005, tel: 202-737-5900.

L'éditeur n'accepte pas d'annonces de postes d'administration ou d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, généales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles soient conformes à la loi sur les droits de la personne. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énonçant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 $ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. A cette fin, on pourra demander aux candidat(e)s à certains postes annoncés dans le *Bulletin* de l'ACPPU de fournir des renseignements à caractère confidentiel.

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. A l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th. St N.W., Washington, DC 20005, tél: (202)737-5900.

TARIFS DE PUBLICITÉ

SECTION DES CARRIÈRES

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Annonces classées	1,00 $ /mot

SECTION ÉDITORIALE

Grandes annonces*	1,25 $ /agate

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* Commission de 15 % des agences (illustrations prêtes à photographier)

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AD DEADLINES 2002–2003

The *Bulletin* is published 10 times during the academic year, once a month September through June.

ISSUE	CLASSIFIED	DISPLAY
September	August 7/02	August 14/02
October	September 9/02	September 16/02
November	October 7/02	October 14/02
December	November 7/02	November 14/02
January	December 2/02	December 9/02
February	January 8/03	January 15/03
March	February 7/03	February 14/03
April	March 7/03	March 14/03
May	April 7/03	April 14/03
June	May 7/03	May 14/03

Note: All deadlines are by 12 noon, EST. No changes or cancellations after the deadline.

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DATES LIMITES 2002–2003

Le *Bulletin* est publié dix fois pendant l'année universitaire, une fois chaque mois, de septembre à juin.

NUMÉRO	PETITES ANNONCES	GRANDES ANNONCES
Septembre	7 août 2002	16 août 2002
Octobre	9 septembre 2002	16 septembre 2002
Novembre	7 octobre 2002	14 octobre 2002
Décembre	4 novembre 2002	14 novembre 2002
Janvier	2 décembre 2002	9 décembre 2002
Février	8 janvier 2003	15 janvier 2003
Mars	7 février 2003	14 février 2003
Avril	7 mars 2003	14 mars 2003
Mai	7 avril 2003	14 avril 2003
Juin	7 mai 2003	14 mai 2003

Les dates limites tombent à midi; HNE. Il n'y a aucune modification ou annulation après la date limite.

LE BULLETIN DE L'ACPPU

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and permanent residents will be given priority St. Thomas University is committed to employment equity for women, Native persons, members of visible minority groups, and persons with disabilities

THE UNIVERSITY OF WINDSOR invites applications for a faculty position in the Department of Classical and Modern Languages in the area of Second Language Acquisition commencing July 1, 2003. Subject to Budgetary Approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact, Dr. Susan Wendt-Hildebrandt, Head, Languages, Literatures and Cultures/Langues, littératures et cultures, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2873; Fax: 519.971.3648; Email: swh@uwindsor.ca For Information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca

SPORT MANAGEMENT

BROCK UNIVERSITY — The Department of Sport Management invites applications for three probationary tenure track appointments. Economics and Financial Practices in Sport and the Sport Industry; Marketing, Sponsorship and Entrepreneurial Practices in Sport Organization; and Leadership and Communication in Sport and Sport Organizations. Please see our full ad in this issue or visit us on the Web at http://www.brocku.ca/hr/careers.

STATISTICS & ACTUARIAL SCIENCE

THE UNIVERSITY OF WATERLOO — Applications are being accepted for a tenure-track or definite term position in Actuarial Science or Finance at the Assistant or Associate Professor level. Candidates must have a PhD in an area of the mathematical or statistical sciences, and research interests in either actuarial science or mathematical finance. Professional actuarial qualifications and experience, although not strictly necessary, could be a distinct asset. Departmental strengths in Actuarial Science and Finance cover a wide range of topics including probabilistic and statistical modelling in risk theory, insurance, pensions, solvency management and stochastic models in finance. Additional opportunities for collaboration at UW can occur through the Centre for Applied Studies in Finance, the Institute of Insurance and Pension Research, and the soon-to-be-formed Institute for Quantitative Finance and Insurance. Applicants must have proven ability in or potential for research, in addition to good teaching and communication skills. Duties include undergraduate and graduate teaching, and the development of an independent research program. The salary offered will be commensurate with qualifications and experience. This appointment is subject to the availability of funds. The effective date is expected to be July 1, 2003 or later. The closing date for applications is February 28, 2003. Please submit a curriculum vitae, and arrange for at least three letters of reference to be sent to Professor David E. Matthews, Chair, Statistics and Actuarial Science, University of Waterloo, Waterloo, ON N2L 3G1, Canada. All qualified candidates are encouraged to apply, however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

THE UNIVERSITY OF WATERLOO — Applications are invited for the position of post-doctoral fellow in biostatistics to be held in the Department of Statistics and Actuarial Science at the University of Waterloo. This fellowship is aimed at supporting the development of statistical methodology and software for the analysis of event history data. Event history data is the term used to describe information on the nature and timing of events occuring over the lifetimes of individuals or units. These data can arise from observing complex processes in settings such as medicine, manufacturing, sociology, demography, epidemiology, and public health. The types of problems motivating the research in this position occur in clinical research. There will be contact and collaboration with health researchers in hospitals, research organizations, and the pharmaceutical industry. Specific areas of research include the analysis of recurrent events, multi-state models, and design for studies of complex disease processes. Faculty in the department with interests in biostatistics include KS Brown, RJ Cook, JF Lawless, DE Matthews, RJ O'Hara Hines, CA Struthers, ME Thompson, and GY Yi, among others. Candidates must possess a recent PhD in Statistics or Biostatistics and have a strong background in survival analysis, stochastic processes, statistical inference, and statistical/scientific computing. An interest in teaching and good communication skills would be an asset. The initial appointment will be for one year, with the possibility of renewal for a second year. The deadline for applications is February 28, 2003, but the position may be filled earlier than that date. Interested persons are encouraged to send a curriculum vitae and have three letters of reference sent to Professor D.E. Matthews, Chair, Statistics and Actuarial Science, University of Waterloo, Waterloo, Ontario Canada N2L 3G1. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

STUDIO ARTS

THE UNIVERSITY OF WESTERN ONTARIO — The Department of Visual Arts invites applications for a probationary (tenure-track) position at the assistant professor level in Studio, Theory and Criticism. The successful candidate will be a critically-engaged artist, active in the area of painting, with a demonstrated interest in both the extension/expansion of the practice as well as in the discourses surrounding contemporary art. The ability to consider traditional material processes in light of contemporary technological transformation is expected. The candidate will have an ongoing exhibition record and a completed PhD, or M.F.A., evidence of published critical writing will be considered an asset. Teaching experience at the post-secondary level is expected and experience with graduate student supervision is desirable. The appointee will contribute to the academic life and administrative needs of a dynamic department where art history and theory and studio arts flourish together. The graduate (MA/MFA) and undergraduate (BA/BFA) programs include cross-disciplinary, theoretically-based courses. Teaching includes courses in these programs and requires the ability to integrate historical and theoretical issues with studio materials and techniques. Letters of application, curriculum vitae, documentation of recent work (i.e., slides, CD ROM, video, website), a one-page statement of teaching philosophy, and names of three referees should be received by Friday, February 14, 2003, addressed to the Chair of the Appointments Committee. Professor Patrick Mahon, Department of Visual Arts, The University of Western Ontario, London, Ontario, Canada N6A 5B7 (phone: 519/661-3440; fax: 519/661-2020). Position is subject to budget approval. All qualified candidates are encouraged to apply, however, Canadians and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities

THEATRE FILM & CREATIVE WRITING

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Theatre, Film, and Creative Writing invites applications for a tenure-track appointment as Assistant Professor of Theatre. Applicants should have a PhD, publications, strong evidence of active research, and some experience teaching at the post-secondary level. The desirable candidate will have expertise in the History of Theatre with additional strengths in at least one specialized area of research and teaching which might include: Film Studies, First Nations, Asian, or other Non-Western performance studies and forms, studies in gender and performance, and studies in non-traditional performance. The successful applicant will teach in the Department's BA Theatre Program, the MA and PhD Theatre Programs, and may also teach in the BA Program in Drama or Film Studies, as well as contribute to the development of new curriculum and provide administrative service to the Department and the University. Professional-stream faculty at UBC are expected and encouraged to maintain a high level of research and publication. The Department of Theatre, Film, and Creative Writing at UBC is unique in Canada, with 28 full-time faculty, numerous sessional lecturers and guest artists, and over 200 majors and graduate students. Each of the Programs has a national and international reputation for excellence, strong undergraduate and graduate degrees, and is a significant centre for creation and production. Opportunities for projects and collaboration are abundant, both within the Department and with artists and scholars across the campus. This position is subject to funding, and salary will be commensurate with qualifications and experience. Applicants should submit a letter of application, a current CV, (including email address, and telephone numbers), an outline of their current creative and teaching interests, and should arrange for three letters of reference to be forwarded to Chair, Search Committee for Theatre Studies, Department of Theatre, Film, and Creative Writing, The University of British Columbia, 6354 Crescent Road, Vancouver, BC, Canada, V6T 1Z2. Complete applications must be received by 15 January 2003. The position start date is 1 July 2003, subject to budgetary approval. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. Applications are encouraged to identify citizenship and/immigration status.

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Theatre, Film, and Creative Writing invites applications for a tenure-track appointment as Assistant Professor of Acting and Directing. Candidates should possess at least a Master's degree or equivalent professional experience in the discipline, teaching experience at the post-secondary level, a record of substantial creative and/or research accomplishment, and demonstrated cross-disciplinary interests. The successful applicant will teach in the Department's BFA Acting, BA Theatre, and MFA Directing programs, supervise students in these programs on thesis and and other projects, and provide administrative service to the Department and the University. Professorial-stream faculty at UBC are expected and encouraged to sustain a high level of research and/or creative activity. The Department of Theatre, Film, and Creative Writing at UBC is unique in Canada, with 28 full-time faculty, numerous sessional lecturers and guest artists, and over 200 majors and graduate students. Each of the Programs has a national and international reputation for excellence, strong undergraduate and graduate degrees, and is a significant centre for creation and production. Opportunities for projects and collaboration are abundant, both within the Department and with artists and scholars across the campus. This position is subject to funding, and salary will be commensurate with qualifications and experience. Applicants should submit a letter of application, a current CV, (including email address, and telephone numbers), an outline of their scholarly, critical, or theoretical work, and should arrange for three letters of reference to be forwarded to Chair, Search Committee for Theatre Studies, Department of Theatre, Film, and Creative Writing, the University of British Columbia, 6354 Crescent Road, Vancouver, BC, Canada, V6T 1Z2. Complete applications must be received by 15 January 2003. The position start date is 1 July 2003, subject to budgetary approval. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. Applications are encouraged to identify citizenship and/immigration status.

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Theatre, Film, and Creative Writing invites applications for a tenure-track appointment as Assistant Professor of Directing. Candidates should possess at least a Master's degree or equivalent professional experience in the discipline, teaching experience at the post-secondary level, a record of substantial creative and/or research accomplishment, and demonstrated cross-disciplinary interests. The successful applicant will teach in the Department's BFA Acting, BA Theatre, and MFA Directing programs, supervise students in these programs on thesis and and other projects, and provide administrative service to the Department and the University. Professorial-stream faculty at UBC are expected and encouraged to sustain a high level of research and/or creative activity. The Department of Theatre, Film, and Creative Writing at UBC is unique in Canada, with 28 full-time faculty, numerous sessional lecturers and guest artists, and over 200 majors and graduate students. Each of the Programs has a national and international reputation for excellence, strong undergraduate and graduate degrees, and is a significant centre for creation and production. Opportunities for projects and collaboration are abundant, both within the Department and with artists and scholars across the campus. This position is subject to funding, and salary will be commensurate with qualifications and experience. Applicants should submit a letter of application, a current CV, (including email address, and telephone numbers), an outline of their current creative and teaching interests, and should arrange for three letters of reference to be forwarded to Chair, Search Committee for Theatre Studies, Department of Theatre, Film, and Creative Writing, The University of British Columbia, 6354 Crescent Road, Vancouver, BC, Canada, V6T 1Z2. Videotapes and photographs should not be submitted with the initial application. Complete applications must be received by 15 January, 2003. The position start date is 1 July 2003, subject to budgetary approval. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. Applications are encouraged to identify citizenship and/immigration status.

VETERINARY MEDICINE

THE UNIVERSITY OF GUELPH — The Department of Clinical Studies, Ontario Veterinary College, is seeking applications to fill a tenure track faculty position in Large Animal Medicine at the rank of Assistant or Associate Professor. Applicants must have a DVM or equivalent degree, must be licensed or eligible for licensure to practice in the Province of Ontario, and must be a Diplomate of the American College of Veterinary Internal Medicine. Advanced research training (PhD/DVSc completion by start date) is mandatory. The ideal candidate should also have outstanding teaching and communication skills. The successful candidate will provide didactic and clinical instruction in Large Animal Medicine and related disciplines to undergraduates, interns, residents and graduate students. Service activities will include the management of patients and consultation in the Veterinary Teaching Hospital and limited administrative activities. Research of an independent and/or collaborative nature consistent with the research goals of the Department and College is expected. The deadline for applications is February 28, 2003 or until a suitable applicant is identified. Contact Dr. Chris Brown, Chair, Department of Clinical Studies, Ontario Veterinary College, University of Guelph, Guelph, Ontario, N1G 2W1, (519) 824-4120, ext. 2781, Fax: (519) 767-0311 and provide a letter of application, a current curriculum vitae, and the names of three references. The Ontario Veterinary College (www.ovc.uoguelph.ca) offers progressive programs in undergraduate and postgraduate veterinary training. Numerous research opportunities are supported by several granting agencies and the opportunity for collaboration with three medical schools and the biomedical industry. The collegial atmosphere in the Department of Clinical Studies is highly supportive of interactions between faculty in a variety of specialty disciplines. Faculty are viewed as our most important resource. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

WRITING

UNIVERSITY OF TORONTO AT MISSISSAUGA (UTM) invites applications for a tenure-stream position in Professional Writing and Communication at the rank of Assistant Professor. Professional Writing and Communication is an interdisciplinary program, and applicants from a range of backgrounds in humanities, sciences and social sciences are invited to apply. UTM has a strong interdisciplinary commitment, a multicultural student body, and a modern, spacious campus. Demonstrated excellence in research and teaching is sought. Preference will be given to applicants with teaching and research interests in writing and communications theory and pedagogy. It will be advantageous if candidates have teaching and research experience with computer internet communications and/or Media Relations. The appointee will be expected to develop an externally funded research program and contribute to a diverse undergraduate and graduate education. Professional Writing and Communication is a developing program with close links to a new Culture, Communication and Information Technology Program (C.C.I.T.). The appointee is expected to contribute to the development of both programs. A PhD is required as of July 1, 2003 or soon thereafter. The successful candidate will teach undergraduate courses in the Professional Writing and Communication Program and CCIT Program and graduate courses at OISE/UT (Ontario Institute for Studies in Education) in the Department of Curriculum, Teaching and Learning. For more information about UTM, OISE/UT and this position, please visit: http://www.utm.utoronto.ca/academic/profwp/index.html, http://www.oise.utoronto.ca and http://www.oise.utoronto.ca/depts/ctl. The University of Toronto is fully committed to academic excellence and welcomes applications from all qualified individuals. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. The deadline for submissions of applications is January 15, 2003. Applications should include an example of their research, Teaching Portfolio or dossier, Curriculum Vitae, and statement of teaching specializations. Candidates should also arrange for three letters of reference to be submitted under separate cover. All correspondence should be sent to: Professor Gary Crawford, Associate Dean, Social Sciences Division, University of Toronto at Mississauga, 3359 Mississauga Road North, 121 Kaneff Centre, Mississauga, Ontario, Canada L5L 1C6

ACCOMMODATIONS

HTTP://SABBATICALHOMES.COM — Home-exchanges and rentals by and for academics

EDINBURGH, SCOTLAND — Fully furnished 3-bedroom flat for rent from December 2002 to June 2003 and also from September 2003 to June 2004. Centrally located (New Town). All modcons inc. central heating, shower, washing machine, and dishwasher. Children welcome. Call Kathryn Chittick or Stephen Brown (705) 741-5252 or (705) 748-1011 ext. 1238. E-mail: kchittick@trentu.ca or swbrown@trentu.ca

FIRENZE/ITALY — Sabbatical/holiday rental — historical centre, attractive one-bedroom apartment, sleeps 2/4. Monthly (4 weeks) Euro 880.00 + util; weekly 470.00 (two people) all incl. Spezzotti. Ph + 39-055-245-739, Fx +39-055-247-6266.

PARIS — Fully furnished studio. Sep. kitchen, lots of closet space. Bright sunny exposure in safe Southern district, steps from transp and shopping. Phone, TV, VCR, stereo. Jan 1 to June 30 2003 (also from Sept. 1st 2003 onward, please ask). $950/m (all inc.). 604-732-9016 or cpfb2@yahoo.ca

SOUTHERN FRANCE, PROVENCE — Villa For Rent. Sept. 1, 2003 to May 31, 2004. Fully furnished 3 bedroom, large office/library, 1 acre, wooded, inground swimming pool, tennis court, near Aix-en-Provence. $1400 per month plus utilities. Contact Dr. Sandia Beckett at 905 687 7335 or sbeckett@spartan.ac.brocku.ca.

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Malaspina University-College, located on beautiful Vancouver Island, is a comprehensive post-secondary institution that offers degrees; career, trades and technical diplomas and certificates; and also engages in community education, international education and contract training. Teaching excellence is stressed in all programs, and faculty engage in research and scholarly activities in their fields.

We are inviting applications for the following positions:

Director of Libraries
Comp. 02-1017 closes 1 pm, Jan. 31/03

History Instructor
Comp. 02-4090 closes 1 pm, Jan. 31/03

For full details, please click on **Employment Opportunities** on the Malaspina University-College website **www.mala.bc.ca**, or call the *24-hr. job-line, (250) 740-6285.*

Malaspina University-College

Nanaimo Campus
900 Fifth Street
Nanaimo, BC V9R 5S5
[104-11-10-1040]

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Carleton UNIVERSITY

SCHOOL OF LINGUISTICS AND APPLIED LANGUAGE STUDIES

DIRECTOR

Subject to budgetary approval, Carleton University invites applications for the position of Director, School of Linguistics and Applied Language Studies, effective July 1, 2003, or earlier. Applicants must have a Ph.D., a strong academic record in Applied Language Studies, Applied Linguistics or a related area, and demonstrated administrative abilities. The appointment will be made at the rank of Associate Professor or Professor.

The Director, in conjunction with the Assistant Directors, provides leadership for the School of Linguistics and Applied Language Studies. The School is a research intensive academic unit with strong undergraduate degree programs in theoretical and applied linguistics, and a well-known graduate program which includes a second/foreign language teaching stream and a rhetoric/composition and literacy stream. The School teaches credit courses in academic English and both European and non-European languages, and includes a world-renowned non-credit ESL program. It houses the Language Testing Research Unit and the increasingly used alternative to TOEFL, the Canadian Academic English Language (CAEL) Assessment. The School has been an innovator in Canada in developing programs of contextualized language training (both mother tongue and second language), including the Writing Tutorial Service and Engineering Communication courses. It has active linkages with institutions in other countries, and carries out international teacher training and curriculum projects.

Carleton University is located in Ottawa, the beautiful and historic bilingual capital city of Canada, where it has close links to government departments and research laboratories, national libraries, museums and galleries, and thriving diplomatic, business and high tech communities.

All qualified candidates are encouraged to apply. The applications of Canadian and Permanent Residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply.

The application should include a statement of educational philosophy, a current curriculum vitae, and sample of research or publications. Letters of reference from three referees are required. These should be addressed to:

The Search Committee
c/o Dean's Office, Faculty of Arts and Social Sciences
Carleton University
Ottawa, Ontario
Canada K1S 5B6

Closing date for applications is December 31, 2002. Candidates for this position will be considered until the Faculty's search committee has made a final decision.

Answer to Homework!

From page A4. We can imagine the blocks stacked atop a 3 x 3 square frame with the side view taken from the right. There must be a stack of four cubes on the centre cell, and no other cell can have a stack this high. There is at least one block in the back row of the frame, and each cell in this frame has at most one cube. The left column of the frame must have at least two blocks and the right column at least three blocks.

There can be no more than 20 blocks; the number in each cell of the frame indicates the number of cubes over that cell:

1	1	1
2	4	3
2	3	3

We can manage with as few as 10 blocks:

0	0	1
0	4	0
2	0	3

CALL FOR NOMINATIONS TO CAUT OFFICER POSITIONS AND AS CHAIRS AND MEMBERS OF CAUT STANDING COMMITTEES

Nominations are now being actively sought for election to the CAUT Executive Committee, namely:
- President
- Vice-President
- Two members-at-large

Nominations are also being sought for election to positions on the four CAUT standing committees:
- AF&T Committee — four vacancies including chair
- Librarians Committee — two vacancies
- SWC — three vacancies including chair
- CBEBC — three vacancies

Individual affiliated members and associate members of CAUT are entitled to make nominations. In order to maintain the effectiveness of CAUT as an organization it is extremely important that well qualified members of local and provincial associations are nominated. Elections will take place at the CAUT Council meeting in Ottawa in May 2003.

TERM OF OFFICE

The term of office of the president, vice-president and executive committee members-at-large is one year. The term of office of the chair of the AF&T Committee is three years and the chair of the SWC is two years. (The person to chair a committee shall normally have served at least one year on the committee.) The term of office for regular members of CAUT standing committees is three years.

EXECUTIVE COMMITTEE MEMBERS

The President. Responsible for guiding the affairs of the association between meetings of Council and for ensuring that policies approved by Council are implemented. A nominee for the position of president should have considerable experience in faculty association affairs at the local or provincial level.

The Vice-President. Responsible for assisting the president with his or her responsibilities.

STANDING COMMITTEE MEMBERS

Academic Freedom and Tenure Committee. Nominees for positions on the committee should have considerable experience in one or more of the following areas: academic freedom, human rights and civil liberties. Nominees should be willing and available to dedicate considerable time to the work of the committee between meetings (four per year), including promotion of academic freedom, drafting of documents and other related duties.

Librarians Committee. Nominees for positions on the committee should have considerable experience and knowledge of the professional interests and academic concerns of librarians at Canadian universities. Nominees ought to be aware of policy matters pertaining to academic rights and working conditions of university librarians. Nominees should be willing and available to dedicate significant time to the committee's work between meetings (at least three per year), including the biennial conference planning, drafting or editing documents, responding to enquiries and other related activities.

Status of Women Committee. Nominees for positions on the committee should have considerable experience representing the interests of and coordinating strategies promoting the status of women. Nominees should also have knowledge of policy matters pertaining to the status of women. Nominees should be willing and available to dedicate considerable time to the work of the committee between meetings (at least three per year), including the biennial conference planning, drafting of documents and other related duties.

Collective Bargaining & Economic Benefits Committee. Nominees for positions on the committee should have demonstrated experience in the area of collective bargaining and/or analysis of economic benefits. Nominees should be able to commit time between meetings (at least three per year) to the work of the committee, including drafting of model clauses, development of policy statements and other related activities.

NOMINATION PROCEDURE

Nominations should be sent to:
Professor Gordon Shrimpton, Chair
Elections and Resolutions Committee
Canadian Association of University Teachers
2675 Queensview Drive, Ottawa, ON K2B 8K2
Fax: (613) 820-7244

They should include:
- A letter of nomination
- A brief statement of why the nominator feels the nominee is qualified to serve
- The agreement of the nominee to serve if elected
- A completed copy of the standard information form available at www.caut.ca

MORE INFORMATION

Information on release time for CAUT officer positions and CAUT standing committee chairs can be found at www.caut.ca under policy.

NOMINATION DEADLINE for all positions is March 1, 2003

APPEL DE CANDIDATURES AUX POSTES DE DIRIGEANTS DE L'ACPPU, DE PRÉSIDENTS ET DE MEMBRES DES COMITÉS PERMANENTS

Nous sollicitons activement des candidatures à des postes au comité de direction, soit :
- La présidence
- La vice-présidence
- Deux postes de membres ordinaires de l'ACPPU

En outre, nous sollicitons des candidatures à des postes aux quatre comités permanents de l'ACPPU :
- CLUPE — Quatre postes, dont celui de la présidence
- Comité des bibliothécaires — Deux postes
- CSF — Trois postes, dont celui de la présidence
- CNCAÉ — Trois postes

Les membres affiliés individuels et les membres associés de l'ACPPU ont le droit de présenter des candidatures. Pour que l'ACPPU demeure une organisation efficace, il est très important de proposer des candidats qualifiés des associations locales et provinciales. Les élections se tiendront à l'occasion de l'assemblée du Conseil qui aura lieu à Ottawa en mai 2003.

MANDAT

Le mandat de la présidence et de la vice-présidence de même que des membres ordinaires du comité de direction est d'un an. Le mandat de la présidence du CLUPE est de trois ans et celui de la présidence du CSF est de deux ans. (La personne qui assume la présidence a normalement siégé au moins un an au comité.) Le mandat des membres des comités permanents de l'ACPPU est de trois ans.

LES MEMBRES DU COMITÉ DE DIRECTION

La présidence. La personne élue est responsable de la direction des affaires de l'association entre les assemblées du Conseil et s'assure que les directives approuvées par le Conseil sont mises en oeuvre. Les candidats à la présidence doivent posséder une expérience considérable en matière d'associations de professeurs à l'échelle locale ou provinciale.

La vice-présidence. La personne élue aide la présidente ou le président à s'acquitter de ses responsabilités.

LES MEMBRES DES COMITÉS PERMANENTS

Le Comité de la liberté universitaire et de la permanence de l'emploi. Les candidats et candidates à des postes du Comité de la liberté universitaire et de la permanence de l'emploi devraient avoir une expérience considérable dans l'un ou plusieurs des domaines suivants : la liberté universitaire, les droits humains et les libertés civiles. Les candidats et candidates devraient être disponibles et prêts à consacrer beaucoup de temps aux travaux du comité entre les réunions (quatre par année), notamment à la promotion de la liberté universitaire, à la rédaction de documents et à d'autres tâches connexes.

Le Comité des bibliothécaires. Les candidats et candidates à des postes du Comité des bibliothécaires devraient avoir une expérience et une connaissance considérables des intérêts de la profession et des préoccupations pédagogiques des bibliothécaires des universités canadiennes. Les candidats et candidates doivent connaître les questions de principe touchant les droits universitaires et les conditions de travail des bibliothécaires d'université. Ils devraient être disponibles et prêts à consacrer beaucoup de temps aux travaux du comité entre les réunions (au moins trois par année), notamment en participant à l'organisation du colloque biennal, à la rédaction ou à la révision de documents, en répondant à des demandes de renseignement et à d'autres activités connexes.

Le Comité du statut de la femme. Les candidates à des postes du Comité du statut de la femme devraient avoir une expérience considérable dans la représentation des intérêts des femmes et dans la coordination de stratégies mettant en valeur la condition des femmes. Les candidates devraient également connaître les questions de principe touchant la condition des femmes. Elles devraient être disponibles et prêtes à consacrer beaucoup de temps aux travaux du comité entre les réunions (au moins trois par année), notamment à l'organisation du colloque biennal, à la rédaction de documents et à d'autres tâches connexes.

Le Comité de la négociation collective et des avantages économiques. Les candidats et candidates à des postes du Comité de la négociation collective et des avantages économiques devraient avoir fait la preuve de leur expérience dans le domaine de la négociation collective ou de l'analyse d'avantages économiques. Ils devraient également pouvoir consacrer du temps aux travaux du comité entre les réunions (au moins trois par année), notamment en rédigeant des clauses modèles, en élaborant des énoncés de principes et en participant à des activités connexes.

MÉTHODE DE MISE EN CANDIDATURE

Il faut envoyer les candidatures à :
M. Gordon Shrimpton, président
Comité des élections et résolutions
Association canadienne des professeures et professeurs d'université
2675, prom. Queensview Ottawa (Ontario) K2B 8K2
Télécopieur (613) 820-7244

Les pièces suivantes doivent accompagner les mises en candidature :
- Une lettre de mise en candidature
- Une brève déclaration expliquant pourquoi la personne qui présente le candidat ou la candidate estime qu'il ou elle possède les qualités voulues
- L'accord du candidat ou de la candidate de siéger au comité advenant son élection
- Une copie du Formulaire d'information réglementaire, dûment rempli, disponible à www.caut.ca

INFORMATION

Les renseignements au sujet du dégagement pour les postes au comité de direction ainsi que les présidences des comités permanents de l'ACPPU se trouvent à www.caut.ca, sous la rubrique énoncés de principe.

LA DATE LIMITE des mises en candidature est le 1er mars 2003